

SALLY XIE

sally_xie@sfu.ca | sallyxie.org | Department of Psychology, Simon Fraser University

EDUCATION & PROFESSIONAL APPOINTMENTS

Assistant Professor	Simon Fraser University, Burnaby, BC, Department of Psychology	2025–
Postdoctoral Fellow	Princeton University, Princeton, NJ, Department of Psychology PI: Molly Crockett	2022–2025
PhD	McGill University, Montréal, QC, Experimental Psychology PI: Eric Hehman	2018–2022
MA	Toronto Metropolitan University, Toronto, ON, Psychological Science PI: Eric Hehman	2016–2018
Honours BSc	University of Toronto, Scarborough, ON, Mental Health Science PI: Jessica Dere	2011–2016

RESEARCH INTERESTS

Social cognition, person perception, stereotyping, transformative experiences, identity development, dynamics of well-being, intraindividual variability, quantitative methods.

PUBLICATIONS

mentees also in **bold**

Xie, S.Y., Zheng, R., Hehman, E., & Lin, C. (in press). A tutorial on representational similarity analysis for research in social cognition. *Social Cognition*. <https://doi.org/10.31234/osf.io/x4stc>

Xie, S.Y., Thai, S., & Hehman, E. (2023). Everyday perceiver-context influences on impression formation: No evidence of consistent effects. *Personality and Social Psychology Bulletin*, 49(6), 955-968.

Hester, N., **Xie, S.Y.**, **Bertin, J.A.**, Hehman, E. (2023). Stereotypes shape response competition when forming impressions. *Group Processes & Intergroup Relations*, 26(8), 1706-1725.

Xie, S.Y., Flake, J.K., Stoller, R.M., Freeman, J.B., & Hehman, E. (2021). Facial impressions are predicted by the structure of group stereotypes. *Psychological Science*, 32(12), 1979-1993.

Hehman, E. & **Xie, S.Y.** (2021). Doing better data visualization. *Advances in Methods and Practices in Psychological Science*, 4(3), 1-18.

Hester, N., **Xie, S.Y.**, & Hehman, E. (2021). Little between-region and between-country variance when forming impressions of others. *Psychological Science*, 32(12), 1907-1917.

Jones, B., DeBruine, L., Flake, J.K.,...Hehman, E., **Xie, S.Y.**,...Chartier, C. (2021). To which world regions does the valence–dominance model of social perception apply? *Nature Human Behavior*, 5, 159-169.

Xie, S.Y., Flake, J.K., & Hehman, E. (2019). Perceiver and target characteristics contribute to impression formation differently across race and gender. *Journal of Personality and Social Psychology*, 117(2), 364.

Hehman, E., Stolier, R.M., Freeman, J.B., Flake, J.K., & **Xie, S.Y.** (2018). Toward a comprehensive model of face impressions: What we know, what we don't, and paths forward. *Social and Personality Psychology Compass*, e12431.

CONFERENCE PAPERS

Xie, S.Y. & Hehman, E. (2023). Situational affordances constrain first impressions from faces. *Proceedings of the Annual Meeting of the Cognitive Science Society*, 45. doi:10.17605/OSF.IO/MH2QJ.

MANUSCRIPTS UNDER REVIEW & IN PREPARATION

mentees also in **bold**

Xie, S.Y., Wilkins, L.J., McLean, K., Paul, L.A., Thai, S., & Crockett, M. J. (Stage 1 RR, in prep). How transformative experiences shape adult identity development.

Xie, S.Y., Wilkins, L.J., Thai, S., & Crockett, M. J. (in prep). Gender's cognitive cage: Ideas (and ideals) about gender constrain how we see ourselves from day to day.

Willford, E., Xie, S.Y., & Crockett, M. J. (under review). Adult gender identity formation in the context of transgender adulthood.

Xie, S.Y., Wilkins, L.J., Willford, E., & Crockett, M. J. (in prep). How gendered experiences shape daily self-perceptions of transgender and gender non-binary adults.

Xie, S.Y., Suliteanu, J., R. Neel, & Hehman, E. (in prep). Situational affordances constrain social impressions.

Ofosu, E., **Xie, S.Y.,** Thai, S., & Hehman, E. (in prep). Situational predictors of individual-level prejudice.

Xie, S.Y. & Hehman, E. (under review). Cultural perceptions of faces reveal consistent racial and gender associations across countries.

Hehman, E., **Xie, S.Y.,** Ofosu, E.K., & Nespoli, G. (under review). Assessing the point at which averages are stable: A tool illustrated in the context of person perception.

INVITED TALKS

Xie, S.Y. (2024, April). *How social contexts shape the way we perceive others (and ourselves)*. Invited talk at the Mende-Siedlecki Laboratory, Department of Psychological and Brain Sciences, University of Delaware, Newark, DE.

Xie, S.Y. (2023, December). *Social perception in a dynamic social world*. Invited talk at the Department of Psychology, University of Hawai'i at Mānoa, Honolulu, HI.

Xie, S.Y. (2023, November). *How people represent ideas about one another in a dynamic social world*. Invited talk at the Department of Psychology, Simon Fraser University, Burnaby, BC.

Xie, S.Y. (2023, October). *Social and situational contexts shift the way we see others (and ourselves?)*. Invited talk at the Social Computation Representation and Prediction Laboratory, Dartmouth College, Hanover, NH.

- Xie, S.Y.** (2023, October). *How contexts shift the way we see others*. Invited talk at the Impression in Action Lab, University of California San Diego, San Diego, CA.
- Xie, S.Y.** (2023, October). *How people make up ideas about each other in a flexible social world*. Invited talk at the Social Research Seminar, Princeton University, Princeton, NJ.
- Xie, S.Y.** (2023, February). *Social context shapes how we perceive others—and ourselves*. Invited talk and guest lecture at Toronto Metropolitan University, Toronto, ON.
- Xie, S.Y.** (2023, February). *Ideas about gender constrain how we perceive others (and ourselves)*. Invited talk at the Social Research Seminar, Princeton University, Princeton, NJ.
- Xie, S.Y.** (2023, February). *Gender conformity and the implicit structure of self-representations*. Invited talk at the Human Diversity Lab & Adversity and Relationships in Context Lab, Princeton University, Princeton, NJ.
- Xie, S.Y.** & Hehman, E. (2022, April). *How do situational goals shape first impressions?* Invited talk at the Social Cognition & Intergroup Perception Lab, University of Connecticut, CT.
- Xie, S.Y.** (2022, January). *Perceiver and target dynamics in impression formation*. Invited talk at the Crockett Lab, Yale University, New Haven, CT.
- Xie, S.Y.,** Thai, S., & Hehman, E. (2020, October). *Does the real world matter (for social perception)?* Invited talk at the Stigma and Motivation Lab, University of Toronto, Toronto, ON.
- Xie, S.Y.** & Hehman, E. (2018, September). *Models of impression formation across race and gender*. Invited talk at the Social Area Meeting, McGill University, Montreal, QC.
- Xie, S.Y.** & Hehman, E. (2018, January). *Sampling from data to assess when averages are stable*. Invited talk at Toronto Metropolitan University, Toronto, ON.
- Xie, S.Y.** & Hehman, E. (2017, April). *Perceiver and target characteristics influence impressions differently across group boundaries*. Invited talk at Toronto Metropolitan University, Toronto, ON.
-

CONFERENCE PRESENTATIONS

- Xie, S.Y., Wilkins L.J.,** Thai, S., & Crockett, M.J. (2024, February). *How ideas (and ideals) about gender constrain the way we see ourselves*. Social Cognition preconference at the annual meeting of the Society for Personality and Social Psychology, San Diego, CA.
- Xie, S.Y., Wilkins L.J.,** & Crockett, M.J. (2023, October). *Gender's cognitive cage: How ideas (and ideals) about gender constrain the way we see ourselves*. Invited talk at the Person Memory Interest Group preconference, in advance of the annual conference of the Society of Experimental Social Psychology, Madison, WI.
- Xie, S.Y.** & Hehman, E. (2023, July). *Situational affordances constrain first impressions from faces*. As part of the symposium "Embodied and situated cognition" at the 45th annual meeting of the Cognitive Science Society, Sydney, NSW.
- Xie, S.Y.** & Hehman, E. (2023, February). *How do situational goals shape first impressions?* As part of the symposium "New models and perspectives on person perception" at the annual meeting of the Society for Personality and Social Psychology, Atlanta, CA.

- Xie, S.Y.** & Hehman, E. (2023, February). *Situational goals shape and constrain first impressions from faces*. Data blitz at the annual meeting of the Society for Personality and Social Psychology, Atlanta, CA.
- Xie, S.Y.**, Thai, S., & Hehman, E. (2022, February). *Do real-world contexts matter for social perception of faces? As part of the symposium “Variability in face impressions across individuals, regions, and contexts”* at the annual meeting of the Society for Personality and Social Psychology, San Francisco, CA.
- Xie, S.Y.**, Thai, S., & Hehman, E. (2021, October). *Do real-world contexts matter (for social perception of faces)?* Presented at the annual convention of the Psychological Science Accelerator.
- Xie, S.Y.**, Flake, J.K., & Hehman, E. (2021, February). *Stereotypes at the intersection of race and gender shape facial first impressions of group members*. As part of the symposium “The Vital Role of Intersectionality in Theories of Social Cognition” at the annual meeting of the Society for Personality and Social Psychology, Virtual Conference.
- Xie, S.Y.**, Flake, J.K., & Hehman, E. (2020, February). *How much does appearance matter? Idiosyncrasy in impression formation by race × gender*. As part of the symposium “The new face of face-impressions: How social factors structure perceptions” at the annual meeting of the Society for Personality and Social Psychology, New Orleans, LA.
- Xie, S.Y.** & Hehman, E. (2019, February). *Person perception across group boundaries: A shifting trait space across race and gender lines*. As part of the symposium “Face of the other” at the annual meeting of the Society for Personality and Social Psychology, Portland, OR.
- Xie, S.Y.** & Hehman, E. (2017, June). *Perceiver and target characteristics influence impressions differently across group boundaries*. Social-Personality preconference at the 2017 Canadian Psychological Association Annual Convention, Toronto, ON.
- Xie, S.Y.** & Hehman, E. (2017, May). *Regional implicit bias predicts racially disproportionate use of lethal force by police in the US*. Toronto Forensic Research Exchange, Toronto, ON.
-

CONFERENCE POSTERS

- Xie, S.Y., Wilkins L.J., Willford, E., Thai, S., & Crockett, M.J.** (2025, February). *Normative ideals and descriptive stereotypes about gender constrain the structure of self-perceptions*. LGBTQ+ Research Across the Globe preconference at the annual meeting of the Society for Personality and Social Psychology, San Diego, CA.
- Xie, S. Y.** & Hehman, E. (2018, March). *Sally looks friendly to you but neutral to me: Perceiver and target characteristics differently contribute to impression formation across race and gender*. Annual meeting of the Society for Personality and Social Psychology, Atlanta, GA.
- Xie, S. Y.** & Hehman, E. (2018, March). *Sally looks friendly to you but neutral to me: Perceiver and target characteristics differently contribute to impression formation across race and gender*. Annual meeting of the Society for Personality and Social Psychology, Atlanta, GA.
- Xie, S.Y.** & Hehman, E. (2017, June). *Dorian Gray effect: Evaluations of static photos predict dynamic behavior during interactions*. Canadian Psychological Association Annual Convention, Toronto, ON.
-

RESEARCH SUPPORT, HONOURS, AND AWARDS

2022–2025 James S. McDonnell Foundation Opportunity Grant (\$249,960), co-PI with Molly Crockett

How Transformative Experiences Shape Adult Identity Development

2019–2022	Social Sciences and Humanities Research Council of Canada (SSHRC), PI Joseph-Armand Bombardier Canada Graduate Scholarship (\$105,000)
2020	Graduate Mobility Award, McGill University (\$600)
2019	SPSP Summer Institute in Social and Personality Psychology (\$200)
2018, 2019	Graduate Excellence Award, McGill University (\$4,300)
2017–2018	Social Sciences and Humanities Research Council of Canada (SSHRC), PI Canada Graduate Scholarship - Master's (\$17,500)
2017	Society of Personality and Social Psychology (SPSP) Graduate Travel Award (\$500)
2017	Harry Rosen Research Grant, Toronto Metropolitan University (\$2,500), PI
2016, 2017	Arts Stipend, Toronto Metropolitan University (\$500)
2011	Entrance Scholarship, University of Toronto (\$1000)

RELEVANT SKILLS

- Programming Languages & Level of Experience:
 - R [9 years] Advanced
 - Javascript [3 years] Intermediate
 - Python [2 years] Intermediate
 - MATLAB [1 year] Intermediate
- Statistical Software: R, MPLUS, AMOS, MATLAB, SPSS, JASP
- Statistical Training: Specialized training in multilevel/mixed-effects modeling, structural equation modeling, applied Bayesian statistics, applied machine learning
- Workshops: SEM, BioSemi EEG, Programming for Psychology, Mousetracking Analysis, Geospatial Analysis
- Expertise in Photoshop, InDesign, Illustrator, Microsoft Office Suite, LaTeX

PRACTICUM EXPERIENCES & SUMMER INSTITUTES

2019	Summer Institute in Social and Personality Psychology, New York University, NY Intergroup Relations (Instructors: Sapna Cheryan & Maureen Craig)
2017	Visiting Researcher, New York University, New York, NY Advisor: Jon Freeman

TEACHING

Lecturer

Social Cognition (lecture), Simon Fraser University

Summer 2025

Teaching Assistant (<i>Weekly labs/tutorials and seminars of ~30 students, grading, course design, evaluation design</i>)	
Statistics for Experimental Design (lab/tutorial), McGill University	Winter 2021
Statistics for Experimental Design (lab/tutorial), McGill University	Fall, Winter 2020
Statistics for Experimental Design (lab/tutorial), McGill University	Winter 2019
Statistics for Experimental Design (lab/tutorial), McGill University	Fall 2018
Research Methods & Statistics I (lab/tutorial), Toronto Metropolitan University	Winter 2017
Introduction to Psychology, Toronto Metropolitan University	Fall 2016
Invited Guest Lecturer	
Graduate Seminar in Social Psychology (Lecturer: Stephen Want), TMU <i>Social context shapes how we perceive others and ourselves</i>	Winter 2023
Multilevel Modelling (Lecturer: Jessica Flake), McGill University <i>Cross-classified multilevel models</i>	Winter 2021
Academic Peer Tutor, McGill University	Fall 2019

MENTORSHIP

Undergraduate Honours Thesis Students	
Grace Porter, Princeton University	2024–Present
Emmett Willford, Princeton University <i>A review of adult gender identity formation</i>	2022–2024
Julia Cabri, Princeton University <i>Gender biases in leadership judgments</i>	2022–2024
Jeannine Alana C. Bertin, McGill University <i>Stereotypes influence implicit cognitive processes underlying trait evaluations for targets from different race and gender groups: Insights from mouse-tracking</i>	2018–2019
Lab Managers and Undergraduate Research Assistants	
Tori LeVier, Princeton University	2024–Present
Avery Fuller, Princeton University	2023–2024
Lauren J. Wilkins, Princeton University	2022–2024
Molly Feffer, McGill University	2021–2022
Yang Yi Lin Guo, McGill University	2021–2022
Simone Brenner, McGill University	2021–2022
Isabel Wagner, McGill University	2021–2022
Olivia Felix, McGill University	2021–2022
Chevieve Heri, McGill University	2019–2020
Hannah Schiller, McGill University	2019–2020
Jax Norman, McGill University	2019–2020
Nabil Bettira, McGill University	2019–2020
Isabella Tangorra, McGill University	2018–2019
Élodie Audet, McGill University	2018–2019
Lina Kanawati, Toronto Metropolitan University	2016–2018
Geovanni Badiola, Toronto Metropolitan University	2016–2018
Bianca Uguccinoi, Toronto Metropolitan University	2016–2018
Martha Ta, Toronto Metropolitan University	2016–2018

ASSOCIATION MEMBERSHIPS

Association for Psychological Science
Canadian Psychological Association
Cognitive Science Society
Psychological Science Accelerator
Society for Personality and Social Psychology
Society for Philosophy and Psychology

SERVICE

Reviewing: Proceedings of the National Academy of Sciences, Journal of Personality and Social Psychology, Personality and Social Psychology Bulletin, Royal Society Open Science, Journal of Experimental Social Psychology, Cognitive Science, Social Cognition, American Psychologist

University Service:

Growing Up in Science Talk Series Organizing Committee, Princeton University
Psychology Postdoc Diversity, Equity, and Inclusion Organizing Committee, Princeton University
Diversity, Equity, and Inclusion Committee, Princeton University
Princeton University Postdocs and Scholars, Princeton University
Graduate Association for Students of Psychology, McGill University
Graduate Student Hebb Lecture Series Committee, McGill University
Post-Graduate Student Society Peer Support Program, McGill University
Post-Graduate Student Society Policy Against Gendered and Sexual Violence Consultation, McGill University
Co-Founder of the Social-Cognitive Student Research Group, Toronto Metropolitan University
Graduate Student Peer Mentorship Program, Toronto Metropolitan University