Minghui Ni

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ACADEMIC APPOINTMENTS

Assistant Professor of Psychology, South Dakota State University 2026-Present
Brookings, SD

Postdoctoral Associate, Rutgers University-Newark 2024-2026
Rutgers Implicit Social Cognition Lab *Newark, NJ*
Advisor: Dr. Luis M. Rivera

EDUCATION

Ph.D. Cornell University 2024
M.A. Cornell University 2022
Social and Personality Psychology *Ithaca, NY*
Committee: Vivian Zayas (chair), Tom Gilovich, Khena Swallow, Katherine Tschida

M.Res. University College London (UCL) 2019
Developmental Neuroscience and Psychopathology (with Distinction) *London*
Advisors: Michael Crowley, Jia Wu

B.Soc.Sc. University of Hong Kong (HKU) 2017
Psychology (with First Class Honor) *Hong Kong*
Advisor: Xiaoqing Hu

RESEARCH INTERESTS

Social Cognition, Implicit Evaluations, Bias and Stereotypes, Social Identities, Diversity and Inclusion

AWARDS AND HONORS

2024 Cornell University Psychology Department Mentoring Award
2023 Nomination for Daisy and Yen Wu Scholarship by Cornell Graduate Field of Psychology
2023 Cornell Graduate School Conference Travel Grant
2022 Cornell University Sage Fellowship
2022 SPSP Graduate Travel Award
2021 SPSP Diversity Graduate Registration Award
2021 SPSP Graduate Registration Award
2020 Cornell University Psychology Department Graduate Research Award
2019 Cornell University Teaching Assistant Fellowship
2019 Yale Child Study Center Postgraduate Associate Travel Award
2016 HKU Evergreen Scholarship for Student Enrichment
2016 Serena Yang Award
2015 HKU Dean's Honors List

RESEARCH SUPPORT

Racial Homophily in Academic Mentoring Relationships: Understanding the Role of Mentee's Self-Selection and Meta-Beliefs. $950. Cornell Center for the Study of Inequality Graduate Research Funding. *Principal Investigator*. Awarded.

When Good Intentions Lead to Biased Decision Making: Understanding Why Decision Makers Seek Out Candidates' Social Media Information. $1,000. American Psychological Association of Graduate Students Psychological Science Research Grant. *Principal Investigator*. Awarded.

Neural Correlates of Implicit Self-evaluations. $18,500. Cornell Magnetic Resonance Imaging Facility Award. *Co-Investigator*. Awarded

Attachment Figure's Role in Negative Autobiographical Memory Reconstruction. $500. Cornell Department of Psychology Graduate Research Grant. *Principal Investigator*. Awarded

PUBLICATIONS

Ni, M., Lee, R. T., & Zayas, V. (2025). The bittersweetness of self-representations: Cross-cultural insights that the self triggers both positive and negative implicit evaluations. *Journal of Cross-Cultural Psychology.* https://doi.org/10.1177/00220221251355914

Zayas, V., Strycharz, S., & **Ni, M.** (2025). Preemptive buffering: Attachment figure representations lessen the affective sting of internally-generated threats by increasing positive affect. *European Journal of Social Psychology.* Advance online publication. https://doi.org/10.1002/ejsp.70011

Lee, R. T., **Ni, M.**, Fang, W. M., Ravreby, I., Shoda, Y., & Zayas, V. (2024). An Integrative Framework for Capturing Emotion and Emotion Regulation in Daily Life. *Affective Science*, *5*(3), 179-183. https://doi.org/10.1007/s42761-024-00262-0

Ni, M., & Zayas, V. (2023). Sexy social media photos disproportionately penalize female candidates' professional outcomes: Evidence of a sexual double standard. *Journal of Experimental Social Psychology*, *109*, 1-14. https://doi.org/10.1016/j.jesp.2023.104504

Puetz, V. B., & **Ni, M.** (2020). Active Partners in Learning: Motivating Students through a Choice-Based, Student-Led Seminar Series. In S. Mawani & A. A. Mukadam (Eds.) *Student Empowerment in Higher Education: Reflecting on Teaching Practice and Learner Engagement* (pp. 139-152). Logos Verlag Berlin GmbH.

Under Review or Revision

Ni, M., Abrego, E., & Rivera, L. M. (under revision). A social psychological perspective on racial environmental health inequalities: Regional implicit prejudice is related to Black children's poor environmental health conditions and resources.

Ni, M. & Rivera, L. M. (under revision). Does race = ethnicity? Toward a better understanding of group identity mental representations.

Ni, M., & Zayas, V. (under revision). Beyond human: Implicit bivalence extends to social robots.

Working Papers

Ni, M. Korkmaz, A., Ferguson, M., & Zayas, V. (in prep.). The pervasiveness of the person implicit-bivalence effect: Even novel persons spontaneously elicit positive and negative implicit evaluations. *(writing stage).*

Ni, M., & Rivera, L. M. (manuscript in preparation-a). Is regional racial prejudice a macro-level psychological mechanism underlying environmental racism and racial health disparities? *(analysis).*

Ni, M., & Rivera, L. M. (manuscript in preparation-b). The dynamic interplay between regional gender stereotypes and gender-mathematics gaps. *(writing stage).*

Ni, M., Auelua-Toomey, S. L., & Rivera, L. M. (in prep.). Why does homophily emerge in academic mentoring: The role of mentees' beliefs and application behaviors. *(ongoing data collection).*

Popular Press Article

Ni, M. & Zayas, V. (2023). Sexy social media photos disproportionately penalize female candidates. *The Society for Personality and Social Psychology (SPSP) Character & Context Blog, 9/29/23.* https://spsp.org/news/character-and-context-blog/ni-zayas-sexy-social-media-photos-penalize-women

PRESENTATIONS

Chaired Symposium

Ni, M. & Zayas, V. (2023 February). Social media introduces biases in professional selections – Problems and solutions. Symposium chaired and presented at the 2023 Society for Personality and Social Psychology Conference. Atlanta, GA.

Talks

Ni, M., & Rivera, L. M. (2026, June). The dynamic interplay between regional gender-science stereotypes and gender-math gaps in the U.S. Talk presented at the Society for Psychology Study of Social Issues Annual Conference, New Orleans, LA. (Symposium: "*Major events shape bias, behaviors, and motivations.*" Chair: Hiba Suhail)

Ni, M., & Zayas, V. (2025, October). The Hidden Complexity of Attitudes: Implicit Ambivalence in Social Perception. Talk presented at the Society of Experimental Social Psychology Annual Conference, Lisbon, Portugal. (Symposium: "New views on person perception, attitudes, and consciousness

Ni, M. (2025, March). Evaluations that contain multitudes: Examining what elicits implicit bivalence and why. Talk presented at the Motivated Social Cognition Lab (PI: Irmak Okten).

Ni, M., Martin, H., & Zayas, V. (2025, February). More than a joke: Humorous delivery tempers reactions to sexism. Talk presented at the Society for Personality and Social Psychology Annual Convention, Denver, CO. (Symposium: *"The double-edged sword of humor."* Chair: Randy T. Lee)

Ni, M. & Zayas, V. (2024, October). Beyond human: Non-human minds elicit both positive and negative implicit evaluations. Talk presented at the Society of Experimental Social Psychology Annual Conference, Santa Fe, NM. (Symposium: *"Impressions Contain Multitudes: New Findings on How Social Impressions Contain Conflicting Information."* Chair: Melissa Ferguson).

Ni, M., & Zayas, V. (2023, May). Strangers elicit implicit bivalence despite having enacted univalent behaviors. Talk presented at the Annual Meeting for the Association of Psychological Science, Washington, DC.

Ni, M., & Zayas, V. (2023, February). Sexy social media photos disproportionately penalize female candidates' professional outcomes. Talk presented at the Annual Meeting for the Society for Personality and Social Psychology, Atlanta, Georgia. (Symposium, *"Social media introduces biases in professional selections – Problems and solutions."* Chair: **Minghui Ni**, Vivian Zayas).

Ni, M. & Zayas, V. (2022, February). Implicit sexual double standards in the hiring process. Talk presented for the Graduate Recruitment Weekend, Department of Psychology, Cornell University, Ithaca, NY.

Ni, M. & Zayas, V. (2021, May). Who holds implicit sexual double standards (SDS)? Assessing SDS beyond the group level. Talk presented at the 2021 APS annual convention, Virtual.

Ni, M. & Zayas, V. (2021, April). Emotion Regulation and Potential Memory Reconstruction in Close Relationships. Talk presented at Graduate Research Seminar, Department of Psychology, Cornell University, Ithaca, NY.

Ni, M. & Zayas, V. (2021, February). Who holds implicit sexual double standards (SDS)? Assessing SDS beyond the group level. Talk presented for the Graduate Recruitment Weekend, Department of Psychology, Cornell University, Ithaca, NY.

Poster Presentations

(note: asterisk [*] denotes undergraduate mentee)

Ni, M., Tian, G. Y., & Zayas, V. (2024, November). Social and Professional Costs of Gender Bias Confrontation Depend on Who is Confronting in What Way. Poster to be presented at the annual meeting for Society for Judgment and Decision Making.

Ni, M., Lee, R.T., & Zayas, V. (2022, February). Mental representations of attachment networks. Poster presented at the annual meeting for Society for Personality and Social Psychology Conference.

Lee, R.T., **Ni, M.**, Cai, S,* & Zayas, V. (2022, February). When and why do included people side with perpetrators versus victims of social exclusion? Poster presented at the annual meeting for Society for Personality and Social Psychology.

Martin, H.,* **Ni, M.**, & Zayas, V. (2022, February). It's not just a joke! How confronting sexist jokes affects women's mood and state self-esteem. Poster presented at the annual meeting for Society for Personality and Social Psychology.

Lin, L.*, **Ni, M.**, & Zayas, V. (2022, February). Is being perceived to have a mind a prerequisite to eliciting implicit bivalent evaluations? Poster presented at the annual meeting for Society for Personality and Social Psychology.

Martin, H.*, **Ni, M.**, & Zayas, V. (2021, May). It's not just a joke! How confronting sexist jokes affects women's mood and state self-esteem. Poster presented at the annual meeting for Association of Psychological Science.

Ni, M. & Zayas, V. (2021, February). Who holds implicit sexual double standards (SDS)? Assessing SDS at the individual level. Poster presented at the annual meeting for Society for Personality and Social Psychology.

Lee, R.T., **Ni, M.**, Cai, S,* & Zayas, V. (2021, February). Benefiting from subtle exclusion leads to the overt exclusion of others across two cultures. Poster presented at the Annual meeting of Society for Personality and Social Psychology, "Origins of the Social Mind" Preconference.

Dittgen, S., Rounds, J., **Ni, M.**, Lee, R.T., & Zayas, V. (2020, February). Implicit Ambivalence towards significant others. Poster presented at the annual meeting for Association of Psychological Science, New Orleans, LA.

Ni, M., Wu, J., & Crowley, M. J. (2019, September). Fear of negative evaluation links social exclusion and social anxiety: Subjective and ERP evidence. Poster presented at the annual meeting for Society for Psychophysiological Research, Washington D. C.

TEACHING EXPERIENCE

Instructor of Record Summer 2023, Summer 2024

Introduction to Social Psychology

Teaching Evaluation: 4.62/5.00

Guest Lecturer Fall 2023, Fall 2024

Introduction to Personality
Professor: Vivian Zayas
Guest Lecturer Spring 2024, Spring 2025
On Being Social
Professor: Vivian Zayas
Teaching Assistant Spring 2020, Spring 2021, Spring 2024
Introduction to Social Psychology
Professor: Tom Gilovich
Teaching Assistant Fall 2019, Fall 2023
Introduction to Personality
Professor: Vivian Zayas
Teaching Assistant Fall, 2022
Stereotyping and Prejudice
Professor: Amy Krosch
Teaching Assistant Fall 2020, Fall 2021
Psychology of Good and Evil
Professor: Laura Niemi

MENTORSHIP

Heather Martin (2019-2021). Psychology honors thesis: *"It's not just a joke: How confronting sexist jokes affects women's mood and state self-esteem."* (Co-supervised with Vivian Zayas).
Lin Lin (2021-2022). Psychology honors thesis: *"Is being perceived to have a mind a prerequisite to eliciting implicit bivalent evaluations?"* (Co-supervised with Vivian Zayas).
Grace Tian (2022-2023). Psychology honors thesis: *"Critic or complainer? The effect of confronter gender and confrontation method on confronters' received backlash."* (Co-supervised with Vivian Zayas).
Feifei Ren (2023-2024). Psychology honors thesis: *"Implicit evaluations of animals that vary in perceived mind."* (Co-supervised with Vivian Zayas).
Esandi Perera (2025). Nexus Scholar.
Athena Rhee (2026). Nexus Scholar.
Connor Iyengar (2026). Nexus Scholar.

OTHER MENTORSHIP AND COMMUNITY SERVICE

Graduate Student Mentor, *Person and Context Lab* 2021 – 2024
Supported undergraduate mentees to successfully applied for the Einhorn Discover Grant, Cornell University.
Supported undergraduate mentees to present their research projects at psychology conferences.
Panelist, Cornell University 4-H Career Explorations Program 2024, 2025
Mentor, *Cornell University Diversity Mentoring Program* 2019 – 2024
Mentored undergraduate students in the department of psychology, providing academic and career advice.
Volunteer, *Consider Cornell* 2022
Provided feedback on application essays for prospective PhD students.
Reviewer, *Society for Personality and Social Psychology* 2021, 2022
Reviewed applications for graduate travel award

REFERENCES

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