

YING LIN
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ACADEMIC POSITION

Department of Management, Hong Kong University of Science and Technology Assistant Professor	2024-
Stanford Graduate School of Business, Stanford University Postdoctoral Scholar	2021-2024

EDUCATION

University of Southern California Ph.D. in Social Psychology	2021
University College London BSc in Psychology (First class honours; Dean's List)	2015

SCHOLARLY PUBLICATIONS

- Lin, Y., Lu, J. G., & Gelfand, M. J. (2026). The social class gap in negotiation: Lower-class individuals negotiate less and face more backlash. *Proceedings of the National Academy of Sciences*. 123(30), e2602128123. [\[link\]](#)
- Lin, Y., Harrington, J., & Gelfand, M. J. (2026). Tightening under threat: Social class shapes the strength of norms. *Journal of Personality and Social Psychology: Interpersonal Relations and Group Processes*. Advance online publication. [\[link\]](#)
- Lin, Y., & Gelfand, M. J. (2026). Do Conceptualizations and Measures of Trust Reflect a WEIRD Bias? In J. P. Forgas (Ed.), *The Psychology of Trust*. New York: Taylor & Francis (pp. 62-76).
- Stamkou, E., Dunham, R., Pelowski, M., Lin, Y., & Gelfand, M. J. (2024). When rule breaking in art falls flat: Cultural tightness deflates deviant artists' impact. *Psychology of Aesthetics, Creativity, and the Arts*, 18(1), 14-30. [\[link\]](#)
- Lin, Y., Caluori, N., Öztürk, E., & Gelfand, M. J. (2022). From virility to virtue: the psychology of apology in honor cultures. *Proceedings of the National Academy of Sciences*. 119(41), e2210324119. [\[link\]](#)
- Lin, Y., Zhang, Y. & Oyserman, D. (2021). See meaning even when none exists: Collectivism increases belief in empty claims. *Journal of Personality and Social Psychology: Attitudes and Social Cognition*. 122(3), 351-366. [\[link\]](#)
- Lin, Y., & Oyserman, D. (2020). Upright and honorable: people use space to understand honor, affecting choice and perception. *Personality and Social Psychology Bulletin*. 47(1), 3-19. [\[link\]](#)

- Bi, C., Oyserman, D., **Lin, Y.**, Zhang, J., Chu, B., & Yang, H. (2020). Left behind, not alone: feeling, function and neurophysiological markers of self-expansion among left-behind children and not left-behind peers. *Social Cognitive and Affective Neuroscience*. 15(4), 467-478. [\[link\]](#)
- Lin, Y.**, Arieli, S., & Oyserman, D. (2019). Cultural fluency means all is okay, cultural disfluency implies otherwise. *Journal of Experimental Social Psychology*. 84, Article 103822. [\[link\]](#)
- Papageorgiou, K. A., Mutz, J., **Lin, Y.**, & Clough, P. J. (2018). Mental toughness: a personality trait that is relevant across achievement contexts and mental health outcomes. In V. Zeigler-Hill & T. K. Shackelford (Eds.) *The SAGE Handbook of Personality and Individual Differences*. London, UK: SAGE (pp. 588-604).
- Lin, Y.**, Clough, P. J., Welch, J., & Papageorgiou, K. A. (2017). Individual differences in mental toughness associate with academic performance and income. *Personality and Individual Differences*, 113, 178-183. [\[link\]](#)
- Lin, Y.**, Mutz, J., Clough, P. J., & Papageorgiou, K. A. (2017). Mental toughness and individual differences in learning, education, work performance, psychological well-being, and personality: A systematic review. *Frontiers in Psychology*, 8, 1345. [\[link\]](#)

SELECT WORK IN PROGRESS

- Lin, Y.**, Gelfand, M. J., & the Culture Lab. Culture of Trust: Unlocking the Key to Human Cooperation around the Globe (*preparing for submission*).
- Lin, Y.**, & Gelfand, M. J. The Mutual Constitution of Distrust and Norm Tightness (*preparing for submission*).
- Chon, D., **Lin, Y.** & Weaving, M. The Woman Gratitude Trap (*data collection in progress*).
- Stamkou, E., **Lin, Y.**, Hueber, P., & Gelfand, M. J. Gender Stereotypes in Movies (*data collection in progress*).
- Lin, Y.** Culture and Receptivity to Creativity (*data collection in progress*).

FUNDING & AWARDS

John Templeton Foundation #63022 (\$1,704,180) <i>Culture of Trust: Unlocking the Key to Human Cooperation around the Globe</i> [link] Project Leader (with Michele Gelfand)	2023-2026
Doctoral Research Continuity Fund (\$991), University of Southern California	2020
Psychological Research Grant (\$890), University of Southern California	2020
Travel Award, Society for Personality and Social Psychology	2020
Dornsife Graduate School Fellowship	2015

Dean's List (top 5% of students), University College London	2015
Undergraduate Student Research Grants, University College London (£500)	2015

TALKS AND PRESENTATIONS

Mutual constitution of distrust and norm tightness

- Invited talk. The 3rd Fairy Lake Conference, Shenzhen, China, 2026

Global variation in trust

- Invited talk. The Visegrád Symposium of Trust, Visegrád, Hungary, 2025
- Organizer. Trust and Cooperation Preconference, Society of Personality and Social Psychology Annual Convention, Chicago, 2026

The social class gap in negotiation: Lower-class individuals negotiate less and face more backlash

- Paper Presentation. The Annual Meeting of the Academy of Management, Copenhagen, Denmark, 2025
- Paper Presentation. 3rd Hong Kong Management Research Symposium, Hong Kong, China, 2024
- Department of Psychology, Stanford University, 2024
- Department of Management, Hong Kong University of Science and Technology, 2023
- Department of Management, IESE Business School, Barcelona, 2023
- Department of Management, ESSEC Business School, 2023
- Department of Management, The Hong Kong Polytechnic University, 2023
- Department of Management, Melbourne Business School, 2023
- Data Blitz. International Association of Conflict Management, Thessaloniki, Greece, 2023

Tightening under threat: Social class shapes the strength of norms

- Symposium: *From Masks to Manspreading: Why Cultural Norms Matter* (Chair: Thomas Talhelm). Society of Personality and Social Psychology Annual Convention, Atlanta, 2023
- Paper Presentation. 3rd Hong Kong Management Research Symposium, Hong Kong, China, 2024
- Department of Psychology, Stanford University, 2024

From virility to virtue: the psychology of apology in honor cultures

- Paper Presentation. International Association of Conflict Management, Thessaloniki, Greece, 2023
- Panel: *Identity* (Chair: Thomas Pepinsky). Annual Conference of the Association for Analytic Learning about Islam and Muslim Societies, Stanford, 2023
- Symposium: *The Ties that Bind Us: How Ecology and Culture Shape Cultural Norms* (Chairs: Michele Gelfand & Mohammad Atari). The Society of Experimental Social Psychology, Philadelphia, 2022
- Showcase symposium: *New Directions for Research on Forgiveness in Organizations: Barriers and Boundary Conditions* (Chair: Hsuan-Che Huang). Annual Meeting of the Academy of Management, Seattle, 2022

See meaning even when none exists: Collectivism increases belief in empty claims

- Symposium: *False Information and How It Shapes Consumers' Lives* (Chair: Gizem Ceylan). Association for Consumer Research Conference, virtual, 2021
- Department of Management, ESSEC Business School, 2021
- Department of Marketing & International Business, University of Washington Foster School of Business, 2021
- Poster, Society of Personality and Social Psychology Conference, New Orleans, 2020
- Preconference: *Shared Reality and Authenticity* (Organizers: Maya Rossignac-Milon, Elizabeth Blackwell, Federica Pinelli, Blaine Horton). Society of Personality and Social Psychology Convention, Portland, 2019

Cultural fluency means all is okay, cultural disfluency implies otherwise

- Symposium: *Culture in a Globalized World* (Chair: Kaidi Wu). Society of Personality and Social Psychology Convention, Atlanta, 2018
- Poster, International Congress of Psychology, Japan, 2017
- Poster, Society of Personality and Social Psychology Conference, San Diego, 2016
- Seminar talk, the Chinese University of Hong Kong

Upright and honorable: People use space to understand honor, affecting choice and perception

- Symposium: *Cultural Perspectives on Judgment and Decision-making: beyond Individualism and Collectivism* (Chairs: Kaidi Wu & David A. Dunning). American Psychological Association Convention, Boston, 2017
- Poster, Society of Personality and Social Psychology Conference, San Antonio, 2017

Situating honor in moral contexts

- Preconference: *The Psychology of Language* (Organizer: Ryan Boyd). Society of Personality and Social Psychology Convention, Atlanta, 2018

TEACHING

Hong Kong University of Science and Technology, Hong Kong

Department of Management

Organizational Behavior (MGMT2110)

2025-2026

University of Southern California, Los Angeles

Teaching Assistant, Department of Psychology

Quantitative Research Methods (PSYC 314)

Fall 2016

Quantitative Research Methods (PSYC 314)

Spring 2017

Introduction to Psychology (PSYC 100)

Spring 2018

SERVICE

Ad-hoc Reviewer

Journal of Personality and Social Psychology, PNAS Nexus, Psychological Bulletin, European Journal of Social Psychology, Current Psychology, Behavioral Public Policy, Asian Journal of Social Psychology, Journal of Creative Behavior, Frontiers in Psychology, Journal of Social Psychology, Current Research in Ecological and Social Psychology