Stuti Thapa
Department of Psychology

Curriculum Vitae

Campus Address:	302E Lorton Hall, University of Tulsa
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EDUCATION AND PROFESSIONAL HISTORY

Post Graduate Education

2017-2023   Ph.D., Industrial-Organizational Psychology, Purdue University
Master's Thesis: "Do affective dynamic features predict job performance?"
Dissertation: "Taxonomy of short-term within-person variability in job performance"

Higher Education

2011-2015   B.A., Psychology, Magna Cum Laude, St. Olaf College
Distinction in Psychology
Supporting Areas / Minor: Statistics

Professional and Academic Positions

2023-Present   **Assistant Professor**, Industrial-Organizational Psychology, University of Tulsa.

Honors and Awards

2024	**Faculty Development Summer Fellowship**, University of Tulsa
2023	**Joseph Tiffin Award for creative research**
2023	**John and Joyce Schaeuble Award for Quantitative Approaches to Psychological Science**
2023	**Society of Industrial Organizational Psychology (SIOP) Anti-racism grant**
2021	**SPSP Travel Award for Graduate students**
2019	**Compton Graduate Student Research Methods Training or Professional Development**
2018	**Award**
	Center for Interdisciplinary Research Fellowship
2014-2015	

SCHOLARSHIP

Publications

Refereed Articles

1. Beck, E.D., Cheung, F., Thapa, S., Jackson, J.J. (2025). Towards personalized happiness: An idiographic approach to change in satisfaction. *Nature Human Behavior*.
2. Cho, Y. M., Pang, D., Thapa, S., Sherman, G., Ungar, L., Tay, L., & Guntuku, S. C. (2025). Language-based Valence and Arousal Expressions between the United States and China: a Cross-Cultural Examination. *The 2025 Annual Conference of the Nations of the Americas Chapter of the ACL*, Albuquerque, New Mexico, United States
3. Malle, B., Scheutz, M., Cusimano, C., Voiklis, J., Komatsu, T., Thapa, S., & Aladia, S., (2025). People's judgments of humans and robots in a classic moral dilemma. *Cognition*

4. Behrand, T., Ravid, D., & Thapa, S., (2024). Implications of social media for a changing work landscape. *Annual Review of Organizational Psychology and Organizational Behavior.*
5. Thapa, S., Vaziri, H., Shim, Y., Tay, L., & Pawelski, J. (2023). Development and Validation of the Mechanisms of Engagement in the Arts and Humanities Scales. *Psychology of Aesthetics, Creativity, and the Arts.*
6. Tay, L., Thapa, S., Newman, D.B., & De Choudhury, M. (2022). Using social media to assess expressions of Gratitude to God: Issues for consideration. *Religions, 13, 778.*
7. ***Diener, E., Thapa, S., & Tay, L. (2020). Positive emotions at work. Annual Review of Organizational Psychology and Organizational Behavior, 7, 451-477. [*** Equal Contribution]
8. Malle, B., Austerweil, J.L., Chi, V., Kennett, Y., Beck, E.D., Thapa, S., &. Allaham, M. (2021). Cognitive Properties of Norm Representations. *Proceedings of the 43rd Annual Conference of the Cognitive Science Society*, 43, 43.
9. Hickman, L., Thapa, S., Tay, L. Cao, M., & Srinivasan, P. (2020). Text preprocessing for text mining in organizational research: An introduction and primer. *Organizational Research Methods, 25(1), 114-146*
10. Watson, W. R., Watson, S. L., Thapa, S., & Tay, L. (2020). Comparing student perceived attitudinal learning outcomes of two large classes that utilized active learning or traditional lecture-based approaches. *Innovations in Education and Teaching International, 58(2), 146-156.*
11. Cusimano, C., Thapa, S., & Malle, B. (2017). Judgment before emotion: People access moral judgments faster than affective states. *Proceedings of the 39th Annual Conference of the Cognitive Science Society.*
12. Malle, B., & Thapa, S. (2017). What Kind of Mind Do I Want in My Robot? Developing a Measure of Desired Mental Capacities in Social Robots. *In Proceedings of the Companion of the 2017 ACM/IEEE International Conference on Human-Robot Interaction, HRI '17, Vienna, Austria, (pp.195-196).*

Refereed Book Chapters

1. Gabriel, A., Thapa, S., Tay, L., & Dutti, A. (2025) Quantitative Advances in the Study of Emotion Regulation at Work. *In the Handbook of Emotion Regulation at Work.*
2. Beck, E., & Thapa, S. (2023). Dynamic Network Analysis. In the *Mobile Sensing in Psychology: Methods and Applications* (pp. 386–408). Guilford Press.
3. Thapa, S., Tay, L., & Hou, D. (2021). Experience Sampling Methodology: Conceptual and Technological Advances for Understanding and Assessing Variability in Well-Being Research. *Research in Occupational Stress and Well Being*, 19, 137-154.
4. Thapa, S., Beck, E., & Tay, L. (2020). Personality Affect Construal Theory: A Model of Personality and Affect in the Workplace. In the *Cambridge handbook of workplace affect*. Cambridge University Press.
5. Malle, B., Thapa, S., & Scheutz, M. (2019). AI in the Sky: How People Morally Evaluate Human and Machine Decisions in a Lethal Strike Dilemma. In *Robotics and well-being* (pp. 111–133). Springer.

Reports

1. Tay, Hickman, & Thapa (2025). Direct Replication of Gabriel et al. 2011. Systematizing Confidence in Open Research and Evidence (SCORE) project through Center for Open Science. *Completed preregistration and direct replication study of an ESM study published by Gabriel et al. 2011 in Journal of Applied Psychology.*
2. ***Schulz, N., Thapa, S., & Rupp, D. E. (2018). Morehead-Cain Selection Process Audit: Phase 1, Part 1: Morehead-Cain Database and Analytic Tool. Chapel Hill, NC: Morehead-Cain Foundation. *Created a toolkit for Morehead-Cain to conduct adverse impact analyses along with validation studies with their current dataset and future datasets, at every step of their selection process.*
3. Ng, V., Rupp, D. E., Saef, R., Keith, M., Schulz, N., & Thapa, S. (2018). Morehead-Cain Selection Process Audit: Phase 1, Part 3: Quality x Prompt Matrix. Chapel Hill, NC: Morehead-Cain Foundation. *Provided evidence-based revision of their selection methods, redesigned their Leadership Group Discussion assessments and ratings, created structured short interviews and provided further*

recommendations.
4.   ***Banks, G. C., *Foy, D., *Kim, B., *Korman, J., *Makel, M. C., *Schrodt, P., & *Thapa, S. The Meta Machine: Using Automation to Catalyze Leaps Forward in Meta-analytic Reviews. *Preprint:* *https://doi.org/10.31219/osf.io/932qp*

Areas of Research Interest

Well-being, emotion, dynamics, individual differences, experience sampling methods, text mining, big data, cross-cultural research

Invited Talks

2025	Invited talk, W*ell-being: a variability and person-specific approach.*, George Mason University, George Mason, Virgina, USA.
2022	Invited talk, *Gratitude expression in social media.*, Gratitude to God capstone conference, Palm Springs, California, USA.
2021	Invited talk, *Development and Validation of the Mechanisms of Engagement in the Arts and Humanities Scales.*, Positive Psychology Center, University of Pennsylvania Philadelphia, Pennsylvania, USA.
2020	Invited talk, *Cross-cultural differences in emotion expressions and emotion complexity: Twitter vs Weibo.*, Big Data symposium at the Personality Dynamics Symposium at Society for Personality and Social Psychology, New Orleans, Louisianna, USA.

Symposia Talks and Posters

2025	Stone, A. L+., Osborn, S. A.+, & Thapa, S. (2025). Differential Reward Preferences: An Individual Differences Approach [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States. + Student authors
2025	Schuster, F+., Stone A. +, Thapa. S (2025). Turnover Intentions of Electrical Apprentices in an Austrian Sample [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States. + Student authors
2024	Thapa, S., & Beck, E. (August, 2024). Personalized View of Employee Well-Being. In J. Scharbert (Chair). Bridging Idiographic and Nomothetic Approaches in Well-Being Research. Symposium presented at the European Conference of Personality, Berlin, Germany.
2024	Hou, D., Thapa, S., Tay, L (April, 2024). Bridging Cultures in the era of big data. In L. Hickman (Chair). & Liu. M. (chair). Machine Learning for I-O 6.0: Addressing Algorithmic Bias and Fairness Concerns. Symposium presented at the Society of Industrial Organizational Psychology, Chicago, USA.
2023	Thapa, S. & Tay, L. (2023). Do affective dynamic features predict job performance? [Poster presentation]. Society for Industrial-Organizational Psychology, Boston, USA.
2023	Beck, E., Cheung, F., Thapa, S. & Jackson, J. (2023). Towards personalized happiness: An idiographic approach to change in satisfaction [Poster presentation]. Society for Industrial-Organizational Psychology, Boston, USA.
2022	Thapa, S., Mondal, Tay, L., A., Newman, D.B., & De Choudhury, M. (2022, August 12-14). Public expressions of gratitude to God vs inter human gratitude [Poster presentation]. American Psychological Association, Minneapolis, USA.
2022	Thapa, S., Mondal, A., Newman, D.B., De Choudhury, M., & Tay, L. (2022, May 27-29). Community Religiosity and Gratitude: State-Level Religiosity Relates to Public Expressions of Gratitude Towards Other Humans Rather Than God [Poster presentation]. Association for Psychological Science, Chicago, USA.

2019   Saef, R., Thapa, S., & Hickman, L. (2019). The Nomological Network of the Big Five Personality Traits at the State and Trait Level. In E. Beck (Chair). Special topics in Experience Sampling Methods assessment and modeling. Symposium presented at the Association for Research in Personality, Grand Rapids, Michigan

2019   Zentner, L., Thapa, S., Klimeck, G., & Tay, L. (2019). Understanding your Science Gateway Users: A case study of who, how, and why. Talk presented at 11th International Workshop on Science Gateways (IWSG 2019), Ljubljana, Slovenia

2019   Thapa, S., Beck, E., & Tay, L. (2019). What's time got to do with it? Effects of timing on personality and affect. In J. Lang (Chair). Expanding ESM/Diary Research in I-O: new constructs and measurement approaches. Symposium presented at the Society for Industrial Organizational Psychology, Washington D.C., Virginia.

2018   +Thapa, S., Tay, L., Ng, V., McDaniel, J., & Pawelski, J. O. (2018). Monasticism and psychological well-being: An intensive longitudinal daily case study. In J.Pawelski (Chair). The Positive Humanities: Conceptualizing and Measuring the Well-Being Effects of the Arts and Humanities. Symposium presented at the European Conference of Positive Psychology, Budapest, Hungary.

2017   Malle, B., Thapa, S., & Scheutz, M. (2017). AI in the Sky. In Proceedings of the 2017 International Conference on Robot Ethics and Safety Standards (ICRESS).

TEACHING

Courses Taught at the University of Tulsa

Term	Course#	Title	Final Enrollment
Spring 2025 Spring 2024	PSY-7053: Graduate	Psychometrics	12 17
Fall 2024 Spring 2024	PSY-3023: Undergraduate	Assessment of individual differences	25 25
Fall 2023	PSY-8103: Graduate	Personnel Selection	8

Additional Courses Taught at Purdue University

Term	Course#	Title
Summer 2022 Summer 2021 Spring 2020	PSY	Introduction to Industrial Organizational Psychology

Innovations in Teaching (Other Teaching Contributions)

Guest Lectures

October 2023	"*Experience Sampling Methodology and Ecological Momentary Assessment for Mental Health Outcomes*" Guest Lecture. Ecological Momentary Assessment in Health Behaviors (EXSC 755), Department of Exercise Science, University of South Carolina.
November 2023	"*Affective Variability*" Guest Lecture. Cognitive and Affective Psychology (PSY-6113), Department of Psychology, University of Tulsa.

Workshops	(Organized and taught R workshops for graduate students and faculty for cross-college initiative to improve methodological advancement.)
2024	Introduction to tidyverse, PIE, University of Tulsa
2021	Data Cleaning, Manipulation, and Visualization in R using tidyverse, Advanced Methods at Purdue (AMAP), Purdue University
2020	Introduction to R, Advanced Methods at Purdue (AMAP), Purdue University
2019	R Markdown Workshop, Conflict and Mindset Lab, Purdue University
2019	Programming in R: Tools and Tricks for Applied Analysis, Advanced Methods at Purdue (AMAP), Purdue University
2017	R Markdown and Notebook Workshop, Purdue I-O Psychology Colloquium

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SERVICE

Department

2023Present	Industrial Organizational Psychology Program Committee, University of Tulsa
2023-Present	Faculty advisor for Graduate Association for Students in Psychology (GRASP), University of Tulsa
2023-2024	Merit Raise committee, University of Tulsa
2023-2024	Search Committee Member for Applied Assistant Professor of Psychology, University of Tulsa
	President of Purdue Association of Graduate Students (PAGSIP), Purdue University
2021-2023	Editor of PAGSIP Newsletter and head of PAGSIP Alumni Relations Committee, Purdue
2020-2021	University

External Service

Reviewer at Nature Scientific Reports
Reviewer at Applied Psychology: International Review
Reviewer at Journal of Personality
Reviewer at Social and Personality Psychology Compass
Reviewer at International Journal of Community Well-Being
SIOP Goldstein Schneider Award review committee member

Professional Development Activities

May 7, 2024	Interview, Thapa, S. "Our Town: Creative Hobbies In conversation," interview by Julianne Tran, Public Radio Tulsa Interviewed about my research on well-being effects of engagement in the arts and humanities.
Oct 24, 2023	Thapa, S. Great IO Get together #24: Hot Food and Even Hotter IO Takes [Video]. Youtube. https://www.youtube.com/watch?v=MllhlhiKiPY&t=385s Interviewed to comment on "hot takes" or issues with IO Psychology as a field.