

Louis Tay

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EDUCATION	2011-2012	Postdoctoral Research Associate, University of Illinois Urbana-Champaign – working under <i>Ed Diener</i> and <i>Martin Seligman</i> (PI): Exploring the Concept of Positive Health, Robert Wood Johnson Foundation
	2006-2011	Ph.D., University of Illinois Urbana-Champaign, Organizational Psychology – advisor <i>Fritz Drasgow</i>
	2005	Honors <i>First Class</i> , University of Melbourne, Australia, Psychology
	2001-2004	B.A. <i>Merit</i> , National University of Singapore, Psychology
PROFESSIONAL EXPERIENCE	2025-	Dean’s Fellow, College of Health and Human Sciences, Purdue University
	2024-	Purdue Industrial-Organizational Psychology Program Coordinator
	2023-	Professor, Department of Psychological Sciences, Purdue University
	2020-	William C. Byham Chair in Industrial-Organizational Psychology
	2019-2023	Provost Fellow, Purdue University <i>Overseeing Research and Assessments on Student Well-Being and Resilience for Steps to Leaps</i>
	2018-	Associate Professor, Department of Psychological Sciences, Purdue University
	Aug 2015-	Founder & President of ExpiWell, Inc.
	2013-2018	Assistant Professor, Department of Psychological Sciences, Purdue University
2012	Research Fellow, Behavioural Sciences Institute, Singapore Management University – working under <i>David Chan</i>	

RESEARCH OVERVIEW

As an I-O psychologist embedded within the broader field of psychology, my goal is to programmatically pursue cross-disciplinary lines of inquiry in *well-being* (i.e., societal well-being, wellness programs, work-leisure interface) and *methodology* (i.e., measurement, continuum specification, latent class modeling, data science, machine learning, AI). I hope to develop science-based well-being policies at organizational and societal levels and to enhance methodological research for psychology.

Well-Being. How do we conceptualize well-being -- and how can we improve the well-being of societies, organizations, and individuals? I seek to delineate the social, economic, and political determinants of well-being at both the micro- and macro-level with an eye toward public policy. I am interested in both modern conceptions of well-being and classical notions of well-being, such as character and interests. Currently, I am exploring the possibilities and perils of using AI agents to help enhance human flourishing.

Methodology. Another question that drives my research is: how can we accurately quantify constructs of interest in individuals, organizations, and societies? At a more fundamental level, I seek to advance measurement of key psychological domains (e.g., taxonomies of character, psychological situations, and vocational interests) and also measurement models that impact construct validation techniques. I am also interested in data science, machine learning, and AI-related approaches to assess and intervene on psychological phenomena. To this end, I have also developed software platforms for new modes of data collection through mobile technology (www.expiwell.com) used by researchers and academics around the world.

My research has been published in journals such as *American Psychologist*, *Nature Human Behavior*, *Nature Communications*, *Psychological Bulletin*, *Perspectives on Psychological Science*, *Journal of Personality and Social Psychology*, *Psychological Science*, *Journal of Personality*, *Emotion Review*, *Journal of Applied Psychology*, *Personnel Psychology*, *Organizational Research Methods*, and *Annual Review of Organizational Psychology and Organizational Behavior*.

HONORS AND AWARDS

- Highly Cited Researcher, Clarivate (2021, 2022, 2023, 2024, 2025): “Recognizing the true pioneers in their fields over the last decade, demonstrated by the production of multiple highly-cited papers that rank in the top 1% by citations for field and year in the Web of Science™. Of the world’s scientists and social scientists, Highly Cited Researchers truly are one in 1,000.”
- American Psychological Association (APA) Fellow (2025)
- Association for Psychological Science (APS) Fellow (2023)
- Society for Industrial and Organizational Psychology (SIOP) Fellow (2022)
- Society for Personality and Social Psychology (SPSP) Fellow (2021)
- Trailblazer Award from the College of Health and Human Sciences, Purdue University (2021)
- Society for Personality and Social Psychology (SPSP) Sage Young Scholars Award (2019)
- Early Career Research Award from the College of Health and Human Sciences, Purdue University (2018)
- Ruut Veenhoven Award from the Erasmus Happiness Economics Research Organization (2016)
- Academy of Management (AOM) Sage Publications/RMD/CARMA Early Career Achievement Award (2016)
- Association for Psychological Science (APS) Rising Star Award (2015)
- Inaugural recipient of the William H. Hendrix Industrial Psychology Excellence Award (2015)
- Entrepreneurial Leadership Academy Fellow (2014-2015) – Burton D. Morgan Center for Entrepreneurship, Purdue University
- College Board Research Fellowship (2009-2010)
- Nancy Hirschberg Memorial Award for Outstanding Research (2009-2010) - Department of Psychology, University of Illinois

EDITORIAL SERVICE

Associate Editor

Organizational Research Methods (2016 to 2024)

Past and Current Editorial Boards

Personnel Psychology (2026 to present)

Emotion (2024 to present)

Journal of Applied Psychology (September 2014 to August 2019)

Journal of Business and Psychology (July 2017 to present)

Journal of Management (July 2014 to Dec 2017)

Psychological Assessment (March 2015 to Dec 2017)

Journal of Well-Being Assessment (May 2016 to present)

Organizational Research Methods (July 2013 to Feb 2016)

Grant Reviewing

Singapore Ministry of Education Academic Research Fund (AcRF), Belgium Research Grant (FWO), Austrian Science Fund (FWF), John Templeton Foundation, Swiss National Science Foundation.

GRANT ACTIVITY

- 2025 – *Enhancing Character Virtues with AI Conversational Agents: Beyond Short-Term Subjective Well-Being*. John Templeton Foundation (9/1/25 – 8/31/28). Status: Funded. (amount: \$3,591,675). PI: **L. Tay**. Co-Is: A. Ashton & K. Vold.
- 2020 – *Algorithmic Racial Bias in Automated Video Interviews*. SIOP Anti-racism grant (08/2020 – 07/2021). Status: Funded. (amount: \$10,000). PI: L. Hickman. Co-PIs: **L. Tay**, S. E. Woo, & S. K. D’Mello.
- 2020 – *Public Expressions of Gratitude to God*. Gratitude to God: Psychological, philosophical and theological investigations; John Templeton Foundation (11/01/2020 – 10/31/2022). Status: Funded. (amount: \$225,000). Purdue PI: **L. Tay**; Co-PIs: David Newman (UCSF), Munmun Dechoudhury (Georgia Tech).
- 2019 – *Collaborative Research: AI-DCL EAGER: Understanding and Alleviating Potential Biases in Large Scale Employee Selection Systems: The Case of Automated Video Interviews*. National Science Foundation. (8/15/2019 – 8/14/2021). Status: Funded. (Purdue amount: \$152,522). Purdue PI: **L. Tay**; Co-I: S. E. Woo; University of Colorado Boulder PI: S. K. D’Mello.
- 2019 – *Thriving Instead of Surviving: Development of a Mobile Application to Improve Student Wellness*. Purdue University: Instructional Innovation Grant. (01/01/2019 – 12/31/2020). Status: Funded. (amount: \$50,000). PI: K. Plake, Co-PI: **L. Tay**.
- 2017 – *Humanities and Human Flourishing (Phase I)*. Templeton Religion Trust (August 2017 – July 2020). Status: Funded. (amount: \$2,479,562). PI: J. Pawelski. Co-PI: **L. Tay**. (Understanding Arts and Humanities Engagement in Leisure-Time on Well-Being)
- 2017 – *An Integrative Framework for Worker Well-Being*. Charles Koch Foundation (May 2017 to Dec 2017). Status: Funded. (amount: \$27,303). PI: **L. Tay**.
- 2015 – *Performance task measures of self-control and grit*. Walton Family Foundation. (July 2015 – June 2018). Status: Funded. (amount: \$1,200,000). PI: A. Duckworth. Co-I: **L. Tay**.
- 2013 - *Measuring virtues: Overcoming self-report limitations for cost-effective scalable assessment*. John Templeton Foundation. (Aug 2014 – Aug 2016). Status: Funded. (amount \$250,000). PI: **L. Tay**; Co-I: S. Stark.
- 2013 - *Evaluation of Comprehensive Soldier and Family Fitness*. Personnel Development and Hiring. (Aug 2013 – April 2014). Status: Funded. (amount \$15,698). PI: **L. Tay**

EDITED BOOKS

1. Diener, E., Oishi, S., & **Tay, L.** (Eds.). (2018). *Handbook of Well-Being*. Salt Lake City, UT: DEF Publishers. (<https://expiltay.github.io/handbookofwellbeing/>)
2. Woo, S. E., **Tay, L.**, & Proctor, R. W. (Eds.) (2020). *Big Data in Psychological Research*. American Psychological Association. (https://www.conf.purdue.edu/landing_pages/psps/)
3. **Tay, L.** & Pawelski, J. (Eds.). (2022). *The Oxford Handbook of the Positive Humanities*. Oxford University Press.
4. Ruch, W., Bakker, A. B., **Tay, L.**, & Gander, F. (Eds.). (2022). *Handbook of Positive Psychology Assessment*. European Association of Psychological Assessment.
5. **Tay, L.**, Woo, S. E., & Behrend, T. (2023). *Technology and Measurement around the Globe: Research and Practices*. Cambridge University Press.
6. **Tay, L.** & McCuskey, B. (in press). *Handbook of Well-Being in Higher Education: Theory, Research, & Practice*. Oxford University Press.
7. Nye, C. D. & **Tay, L.** (contracted). *Advances in Employee Assessment for the 21st Century Workforce*. SIOP Organizational Frontiers. Oxford University Press.

8. Holinger, M., Ruch, W., Özyaprak, M., Kaufman, J. C., & **Tay, L.** (*contracted*). Cambridge Handbook of Creativity and Well-Being. Cambridge University Press.
9. **Tay, L.**, Chekili, A., & Woo, S. E. (*contracted*). AI and the Future of Work. Wiley.

EDITED JOURNAL SPECIAL ISSUES

1. Guest Editor, International Journal of Community Well-Being, Fall 2020. Special issue on “Building Community Well-Being in Higher Education”
2. Guest Co-Editor, Personnel Psychology, Fall 2021. Special issue on “Machine Learning, Artificial Intelligence, and Big Data: Improvements to the Science of People at Work and Applications to Practice”

PEER-REVIEWED PUBLICATIONS BY RESEARCH AREAS

* Asterisk indicates primary author(s); superscript numbers indicate co-author(s): ¹undergraduate student, ²graduate student, ³postdoctoral researcher

[Google Scholar](#): Citations = 41,313 citations; h-index = 83

TAXONOMIES (DIMENSIONALITY MODELS)

1. Scotney^{*2}, V. S. & **Tay, L.** (2025). Beliefs about seeking and receiving help: A mixed-methods analysis. *Journal of Positive Psychology*. Advanced online publication. <https://doi.org/10.1080/17439760.2025.2549765>
2. Hou^{*2}, D. X., Su, R., & **Tay, L.** (2024). Measuring SETPOINT vocational interest dimensions: The development and validation of three short scales. *Journal of Vocational Behavior*. <https://doi.org/10.1016/j.jvb.2023.103959>
3. Thapa^{*2}, S., Vaziri, H., Shim³, Y., & **Tay, L.**, & Pawelski, J. O. (2023). Development and Validation of the Mechanisms of Engagement in the Arts and Humanities Scales. *Psychology of Aesthetics, Creativity, and the Arts*. Advanced online publication. <https://doi.org/10.1037/aca0000556>
4. Su^{*}, R., **Tay, L.**, Liao, H-Y., Rounds, J., & Zhang², Q. (2019). Toward a dimensional model of vocational interests. *Journal of Applied Psychology*, 105, 690-714.
5. Parrigon^{*2}, S., Woo, S. E., & **Tay, L.** (2018). Towards a comprehensive science of situations: On the importance of Typicality and the Lexical approach. *Journal of Personality and Social Psychology*, 114, 493-495.
6. Ng, V. ^{*2}, **Tay, L.**, & ²Kuykendall, L. (2018). The development and validation of a measure of character: The CIVIC. *Journal of Positive Psychology*, 13, 346-372.
7. Ng^{*2}, V., Cao², M., Marsh, H., **Tay, L.**, & Seligman, M.E.P. (2017). The factor structure of the Values in Action Inventory of Strengths (VIA-IS): An item-level exploratory structural equation modeling (ESEM) bifactor analysis. *Psychological Assessment*, 8, 1053-1058.
8. Parrigon^{*2}, S., Woo, S. E., **Tay, L.**, & Tong, E. (2016). CAPTION-ing the situation: A lexically derived taxonomy of psychological situation characteristics. *Journal of Personality and Social Psychology*, 112, 642-681.
9. **Tay***, L., Su, R., & Rounds, J. (2011). People-Things and Data-Ideas: Bipolar dimensions? *Journal of Counseling Psychology*, 58, 424-440.

CONTINUUM SPECIFICATION: CONSTRUCT DIMENSIONALITY IN CONSTRUCT VALIDATION

10. Zhao*, M. Y. & Tay, L. (2024). Beyond the conventional view of bipolarity: methodological considerations for examining the relationship between well-being and ill-being. *Journal of Positive Psychology*, 19(4), 732–737. <https://doi.org/10.1080/17439760.2023.2257656>
11. Zhao*, M. Y. & Tay, L. (2023). From ill-being to well-being: Bipolar or bivariate?. *Journal of Positive Psychology*, 18, 649-659.
12. Zhang², B., Cao², M., Tay, L., Luo², J., & Drasgow, F. (2020). Examining the item response process to personality measures in high-stakes situations: Issues of measurement validity and predictive validity. *Personnel Psychology*, 73, 305-332.
13. Tay*, L. & Jebb², A. (2018). Establishing construct continua in construct validation: The process of continuum specification. *Advances in Methods and Practices in Psychological Science*, 1, 375-388.
14. Samuel*, D. B., & Tay, L. (2018). Aristotle's Golden Mean and the importance of bipolarity for personality models: A commentary on "Personality traits and maladaptivity: Unipolarity vs. bipolarity". *Journal of Personality*. Advanced online publication. doi: 10.1111/jopy.12383
15. Tay*, L. & Ng, V. (2018). Ideal point modeling of non-cognitive constructs: Review and recommendations for future research. *Frontiers in Psychology*, 9, 2423.
16. Cao², M., Song², C., & Tay, L. (2018). Detecting curvilinear relationships: A comparison of scoring approaches based on different item response models. *International Journal of Testing*, 178-205.
17. LaPalme², M., Tay*, L., & Wang, W. (2018). A within-person examination of the ideal point response process. *Psychological Assessment*, 30, 567-581.
18. Tay*, L., & Kuykendall², L. (2017). Why self-reports of happiness and sadness may not necessarily contradict bipolarity: A psychometric review and proposal. *Emotion Review*, 9, 146-154.
19. Wang*, W., Tay, L., & Drasgow, F. (2013). Detecting differential item functioning of polytomous items for an ideal point response process. *Applied Psychological Measurement*, 37, 316-335.
20. Tay*, L., & Drasgow, F. (2012). Theoretical, statistical, and substantive issues in the assessment of construct dimensionality: Accounting for the item response process. *Organizational Research Methods*, 15, 363-384.
21. Tay*, L., Ali, U. S., Drasgow, F. & Williams, B. A. (2011). Fitting IRT models to dichotomous and polytomous data: Assessing the relative model-data fit of ideal point and dominance models. *Applied Psychological Measurement*, 35, 280-295.
22. Tay*, L., Williams, B. A., Drasgow, F., & Rounds, J. (2009). Fitting ideal-point models to vocational interest data: Are dominance models ideal? *Journal of Applied Psychology*, 94, 1287-1304.

DATA SCIENCE: Machine Learning & Artificial Intelligence

23. Hou*, D., Thapa, S., & Tay, L. (*in press*). Bridging Cultures in the Era of Big Data: A Cross-Language Equivalence Framework in Machine Learning Research with Social Media Text. *Advances in Methods and Practices in Psychological Science*.

24. Shrestha*, I., **Tay, L.**, & Srinivasan, P. (2025) Assessing Gender Bias in Human Trait Ratings by Pre-Trained MLMs. In Findings of the Association for Computational Linguistics: NAACL 2025.
25. Cho*, Y. M., Pang, D., Thapa², 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. In Findings of the Association for Computational Linguistics: *NAACL 2025*.
26. Hickman*², L., Huynh, C., Gass, J., Booth, B., Kuruzovich, J. & **Tay, L.** (2025). Whither bias goes, I will go: An integrative, systematic review of algorithmic bias mitigation. *Journal of Applied Psychology*, 110(7), 979–1000. <https://doi.org/10.1037/apl0001255>
27. Du*², Y. Y. L., Jain, D., Cho, Y.-M., Hou, D. X., Guntuku, S. C., Ungar, L., & **Tay, L.** (2025). Exploring a language-based interest assessment: Predicting vocational interests on social media using natural language processing. *Journal of Career Assessment*, 33(4), 675-694.
28. Hickman*², L., **Tay, L.**, & Woo, S. E. (2025). Are automated video interviews smart enough? Behavioral modes, reliability, validity, and bias of machine learning cognitive ability assessments. *Journal of Applied Psychology*, 110(3), 314–335.
29. Hickman*², L., Langer, M., Saef, R., & **Tay, L.** (2025). Automated speech recognition bias in personnel selection: The case of automatically scored job interviews. *Journal of Applied Psychology*, 110(6), 846–858. <https://doi.org/10.1037/apl0001247>
30. Hou*², D. X., Guntuku, S., Cho, Y.M., Sherman, G., Zhang, T.D., Ungar, L., & **Tay, L.** (2024) A cross-cultural examination of temporal orientation through everyday language on social media. *Plos one*, 19(3), e0292963.
31. Woo*, S. E., **Tay*, L.**, Oswald*, F. (2024). Artificial intelligence, machine learning, and big data: Improvements to the Science of People at work and applications to practice. *Personnel Psychology*, 77, 1387-1402. <https://doi.org/10.1111/peps.12643> (All authors contributed equally)
32. Liou*², G., Mittal, J., **Tay, L.**, Ungar, L., & Guntuku, S. C. (2023). The online language of work-personal conflict. *Scientific Reports*, 13(1), 21019.
33. Hickman*², L., Herde, C. N., Lievens, F., & **Tay, L.** (2023). Automatic scoring of speeded interpersonal assessment center exercises via machine learning: Initial psychometric evidence and practical guidelines. *International Journal of Selection and Assessment*, 31, 225-239. <https://doi.org/10.1111/ijasa.12418>
34. **Tay*, L.**, Thapa², S., Newman, D. B., & Choudhury, M. D. (2022). Using Social Media to Assess Expressions of Gratitude to God: Issues for Consideration. *Religions*, 13(9).
35. Liou*¹, G., Bonner¹, C., & **Tay, L.** (2022). A psychometric view of technology-based assessments. *International Journal of Testing*, 22, 216-242.
36. Hickman*², L., Thapa², S., **Tay, L.**, Cao, M., & Srinivasan, P. (2022). Text preprocessing for text mining in organizational research: Review and recommendations. *Organizational Research Methods*, 25, 114-146.
37. **Tay*, L.**, Woo, S. E., Hickman, L., Booth, B., D’Mello, S. D. (2022). A conceptual framework for investigating and mitigating machine learning measurement bias (MLMB) in psychological assessment. *Advances in Methods and Practices in Psychological Science*, 5, 1-30.

38. D'Mello*, S. D., **Tay, L.** & Southwell, R. (2022). Psychological measurement in the information age: Machine-learned computational models. *Current Directions in Psychological Science*, 31, 76-87.
39. Booth*, B. M., Hickman², L., Subburaj, S. K., **Tay, L.**, Woo, S. E., & D'Mello, S. K. (2021). Integrating Psychometrics and Computing Perspectives on Bias and Fairness in Affective Computing: A case study of automated video interviews. *IEEE Signal Processing Magazine*, 38(6), 84-95.
40. Booth*, B. M., Hickman², L., Subburaj, S. K., **Tay, L.**, Woo, S. E., & D'Mello, S. K. (2021, October). Bias and fairness in multimodal machine learning: A case study of automated video interviews. In *Proceedings of the 2021 International Conference on Multimodal Interaction* (pp. 268-277).
41. Hickman^{*2}, L., Saef, R., Ng, V., Woo, S. E., **Tay, L.**, Bosch, N. (2021). Developing and evaluating language-based machine learning algorithms for inferring applicant personality in video interviews. *Human Resource Management Journal*. Advance online publication. <https://doi.org/10.1111/1748-8583.12356>
42. Hickman^{*2}, L., Bosch, N., Ng, V., Saef, R., **Tay, L.**, Woo, S. E., (2021). Automated Video Interview Personality Assessments: Reliability, Validity, and Generalizability Investigations. *Journal of Applied Psychology*. Advance online publication. <https://doi.org/10.1037/apl0000695>
43. Saha*, K., Yousuf, A., Hickman², L., Gupta, P., **Tay, L.**, & De Choudhury, M. (2021). A social media study on demographic differences in perceived job satisfaction. *Proceedings in ACM Human-Computer Interaction, CSCW*.
44. Li, M., Hickman², L., **Tay, L.**, Ungar, L., & Guntuku, S. C. (2020). Studying Politeness across Cultures Using English Twitter and Mandarin Weibo. *Proceedings of the ACM on Human-Computer Interaction*, 119.
45. **Tay***, L., Woo*, S. E., Hickman, L., Saef, R. (2020). Psychometric and validity issues in machine learning approaches to personality assessment: A focus on social media text mining. *European Journal of Personality*, 34, 826-844. (Tay and Woo contributed equally; Tay is the corresponding author).
46. Swain, V. D., Saha, K., Rajvanshy, H., Sirigiri, A., Gregg, J. M., Lin, S., ... & Nepal, S. (2019). A Multisensor Person-Centered Approach to Understand the Role of Daily Activities in Job Performance with Organizational Personas. *Proceedings of the ACM on Interactive, Mobile, Wearable and Ubiquitous Technologies*, 3(4), 130.
47. Guntuki*, S. C., Li, M., **Tay, L.**, & Ungar, L. (2019). Studying cultural differences in emoji usage on Twitter and Weibo. *International AAAI Conference on Web and Social Media (ICWSM)*, 13, 226-235.
48. Hickman^{*2}, L., **Tay, L.**, & Woo, S. E. (2019). Off-the-shelf language based personality assessment: Investigation of convergent and discriminant validity in video interviews. *Personnel Assessment and Decisions*, 5, 3.
49. **Tay***, L., Ng², V. Malik³, A., Zhang², J., Chae², J. & Ebert, D., Ding¹, Y., & Kern, P. (2018). Big Data visualizations in Organizational Science. *Organizational Research Methods*, 21, 660-688.
50. **Tay***, L., Jebb², A., & Woo, S. E. (2017). Video capture of social behaviors: Toward a big data approach. *Current Opinion in Behavioral Sciences*, 18, 17-22.
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GENERAL MEASUREMENT AND METHODOLOGY

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130. Wiese^{*3}, C., Rector³, J. L., Chen², J., Friedman, E. M., & **Tay, L.** (2018). The role of affect on physical health over time: A cross-lagged panel analysis over 20 years. *Applied Psychology Health and Well-Being*. Advanced online publication. doi: 10.1111/aphw.12149
131. Allan^{*}, B. A., Batz², C., Sterling², H., & **Tay, L.** (2018). Outcomes of meaningful work: A meta-analysis. *Journal of Management Studies*. Advanced online publication. doi: 10.1111/joms.12406
132. Batz^{*2}, C. L., **Tay, L.**, Kuykendall, L., & Cheung, H. K. (2018). A meta-analysis of gender differences in subjective well-being: Estimating effect sizes and associations with gender inequality. *Psychological Science*, 29, 1491-1503.
133. Wiese^{*3}, C., **Tay***, L., Duckworth, A., D'Mello, S., Kuykendall², L., Hofmann, W., Baumeister, R. F., & Vohs, K. D. (2018). Too much of a good thing? Exploring the non-linear relationship between self-control and happiness. *Journal of Personality*, 86, 380-396.
134. Wiese^{*3}, C., **Tay, L.**, Su, R., & Diener, E. (2018). Measuring Thriving Across Nations: Measurement Equivalence of the Comprehensive Inventory of Thriving (CIT) and the Brief Inventory of Thriving (BIT). *Applied Psychology Health and Well-Being*, 10, 127-148.
135. Diener^{*}, E., Oishi, S., & **Tay, L.** (2018). Advances in understanding happiness: The science of subjective well-being. *Nature Human Behavior*, 2, 253-260.
136. Ford^{*}, M., Jebb², A., **Tay, L.**, Diener, E. (2018). On the use of internet searches for tracking societal well-being: Possibilities and limitations of Big Data. *Applied Psychology: Health and Well-Being*, 10, 3-29.
137. Jebb^{*2}, A., **Tay, L.**, Diener, E., Oishi, S. (2018). Happiness, income satiation, and turning points around the world. *Nature Human Behavior*, 2, 33-38.
138. Wiese^{*3}, C., Kuykendall², L., & **Tay, L.**, (2018). Get active: A meta-analysis of leisure-time physical activity and subjective well-being. *Journal of Positive Psychology*, 13, 57-66.
139. **Tay***, L., Pawelski, J. O., & Keith², M. (2018). The role of the Arts and Humanities in human flourishing: A conceptual model. *Journal of Positive Psychology*,
140. **Tay***, L., Batz², C., Parrigon², S., & Kuykendall², L. (2017). Debt and subjective well-being: The other side of the income-happiness coin. *Journal of Happiness Studies*, 18(3), 903-937.

141. Porter^{*2}, C., Parrigon², S., Woo, S. E., Saef², R. & **Tay, L.** (2017). Cultural and intellectual openness differentially relate to social judgments of potential work partners. *Journal of Personality*, 5, 632-642.
142. Diener^{*}, E., Heintzelman³, S., Kushlev³, K., **Tay, L.**, Wirtz, D., Lutes, L., & Oishi, S. (2017). What all psychologists should know about the new science of subjective well-being. *Canadian Psychology*, 58, 87-104.
143. Andolfi^{*2}, V. R., **Tay^{*}, L.**, Confalonieri, E., & Traficante, D. (2017). Assessing well-being in children: Italian adaptation of the Comprehensive Inventory of Thriving for children (CIT-Child). *Testing, Psychometrics, Methodology in Applied Psychology*, 24, 127-145.
144. Kuykendall^{*2}, L., Xue, L., **Tay, L.**, Cheung, H-K., Kolze, M., Lindsey, A., Silvers, M. & Engelsted, L. (2017). Leisure subjective well-being: Validating new measures and examining its importance for overall worker well-being. *Journal of Vocational Behavior*, 103, 14-40.
145. Cho^{*}, E., & **Tay, L.** (2016). Domain satisfaction as a mediator of the relationship between work family spillover and subjective well-being: A longitudinal study. *Journal of Business and Psychology*, 31, 445-457.
146. Batz^{*2}, C., Parrigon², S., & **Tay^{*}, L.** (2016). The impact of scale transformations on national well being scores. *Social Indicators Research*, 129, 13-27.
147. Ng^{*2}, V., Woo, S. E., **Tay, L.**, & Foster, J. (2016). Examining variability in values attributed to culture using personality as a relative benchmark. *Journal of Cross-Cultural Psychology*, 47, 981-996.
148. Kuykendall^{*2}, L., & **Tay^{*}, L.** (2015). Employee subjective well-being and physiological functioning: An integrative model. *Health Psychology Open*, 2, 1-11.
149. Kuykendall^{*2}, L., **Tay^{*}, L.**, & Ng², V. (2015). Leisure engagement and subjective well-being: A quantitative review. *Psychological Bulletin*, 141, 364-403.
150. Carlston^{*}, D. E., McCall, T. C., McCarthy, M., K., & **Tay, L.** (2015). On being judged by the company you keep: The effects of group consensus and target behavior on impressions of an individual group member. *Journal of Experimental Social Psychology*, 60, 173-182.
151. Diener^{*}, E., & **Tay, L.** (2015). Subjective well-being and human welfare around the world as reflected in the Gallup World Poll, *International Journal of Psychology*, 50, 135-149.
152. Dunford^{*}, B. B., Jackson, C. L., Boss, A. D., **Tay, L.**, & Boss, R. W. (2014). Be fair, your employees are watching: A Relational Response Model of external third-party justice. *Personnel Psychology*, 68, 319-352.
153. Herian^{*}, M. N., **Tay, L.**, Hamm², J. A., & Diener, E. (2014). Social capital, ideology, and health in the United States. *Social Science and Medicine*, 105, 30-37.
154. Newman^{*2}, D. B., **Tay^{*}, L.**, & Diener, E. (2014). Leisure and subjective well-being: A model of psychological mechanisms as mediating factors. *Journal of Happiness Studies*, 15, 555-578.
155. Su^{*3}, R., & **Tay^{*}, L.**, & Diener, E. (2014). The development and validation of the Comprehensive Inventory of Thriving (CIT) and Brief Inventory of Thriving (BIT). *Applied Psychology: Health and Well-Being*, 6, 251-279.
156. **Tay^{*}, L.**, Chan, D., & Diener, E. (2014). The metrics of societal happiness. *Social Indicators Research*, 117, 577-600.

157. **Tay***, L., Herian, M., & Diener, E. (2014). Detrimental effects of corruption on subjective well being: Whether, how, and when. *Social Psychological Personality Science*, *5*, 751-759.
158. **Tay***, L., Morrison, M., & Diener, E. (2014). Living among the affluent: Boon or bane? *Psychological Science*, *25*, 1235-1241.
159. Cho*, E., **Tay, L.**, Allen, T. D., & Stark, S. (2013). Identification of a dispositional tendency to experience work-family spillover. *Journal of Vocational Behavior*, *82*, 188-198.
160. Diener*, E., Fujita, F., **Tay, L.**, & Biswas-Diener, R. (2012). Purpose, mood, and pleasure in predicting satisfaction judgments. *Social Indicators Research*, *105*, 333-341.
161. Diener*, E., Inglehart, R., & **Tay, L.** (2013). Theory and validity of life satisfaction scales. *Social Indicators Research*, *112*, 497-527.
162. Diener*, E., **Tay, L.**, & Oishi, S. (2013). Rising income and subjective well-being of nations. *Journal of Personality and Social Psychology*, *104*, 267-276.
163. **Tay***, L., & Harter, J. K. (2013). Economic and labor market forces matter for worker wellbeing. *Applied Psychology: Health and Well-Being*, *5*, 193-208
164. **Tay***, L., & ²Kuykendall, L. (2013). Promoting happiness: The malleability of individual and societal-level happiness. *International Journal of Psychology*, *48*, 159-176.
165. **Tay***, L., Tan², K., Diener, E., & Gonzalez¹, E. (2013). Social relations, health behaviors, and health outcomes: A survey and synthesis. *Applied Psychology: Health and Well-Being*, *5*, 28-78.
166. Diener*, E., **Tay, L.**, & Myers, D. (2011). The religion paradox: If religion makes people happy, why are so many dropping out? *Journal of Personality and Social Psychology*, *101*, 1278-1290.
167. Morrison*, M., **Tay, L.**, & Diener, E. (2011). Subjective well-being and national satisfaction: Findings from a worldwide survey. *Psychological Science*, *22*, 166-171.
168. **Tay***, L., & Diener, E. (2011). Needs and subjective well-being around the world. *Journal of Personality and Social Psychology*, *101*, 354-365.

BOOK CHAPTERS

- Gabriel*, A. S., Thapa¹, S., Dutli, A., & **Tay, L.** (2025). Handbook of Emotion Regulation at Work. In J. M. Diefendorff, K. Niven, R. J. Erickson, & N.-W. Chi (Eds.), *Quantitative advances in the study of emotion regulation at work* (pp. 368-388). Edward Elgar Publishing. <https://doi.org/10.4337/9781035314607>
- Liou*¹, G., Jiang, A., & **Tay, L.** (2025). Methodological developments and challenges in positive trait assessment. In C. L. Cooper, S. Patnaik, & R. V. Rodriguez (Eds.), *Advancing positive organizational behavior*.
- Hoyle*, R. H., & Borsboom, D., & **Tay, L.** (2025). Measuring constructs. In D. T. Gilbert, S. T. Fiske, E. J. Finkel, & W. B. Mendes (Eds.), *The handbook of social psychology* (6th ed.). Situational Press. <https://doi.org/10.70400/OUQF7656>

4. Biswas-Diener^{*}, R., **Tay, L.**, Bhatnagar, T., Diener, E. (2024). Happiness in India. In: Selin, H., Davey, G. (eds) *Happiness Across Cultures. Science Across Cultures: The History of Non-Western Science*, vol 6. Springer, Dordrecht. https://doi.org/10.1007/978-94-024-2258-0_1
5. Scotney^{*2}, V., Bonner¹, C., & **Tay, L.** (2023, May 24). Perspectives on Help-Receiving in the Workplace: Review and Recommendations. *Oxford Research Encyclopedia of Business and Management*.
6. Thapa^{*2}, S., Hou², X., & **Tay, L.** (2021). Experience Sampling Methodology: Conceptual and Technological Advances for Understanding and Assessing Variability in Well-Being Research. *Research in Occupational Stress and Well-Being Volume 19: Examining and Exploring the Shifting Nature of Occupational Stress and Well-Being*
7. **Tay^{*}, L.**, Jebb², A. T., & Scotney², V.S. (2020). Assessments of Societal Subjective Well-Being: Ten Methodological Issues for Consideration. In M. Lee, L. Kubzansky, & T. Vanderweele (Eds). *Measuring Well-Being: Interdisciplinary Perspectives from the Social Sciences and the Humanities*, Oxford University Press.
8. Thapa^{*2}, S., Beck², E., & **Tay, L.** (2019). Personality Affect Construal Theory: A Model of Personality and Affect in the Workplace. In L.-Q. Yang, R. Cropanzano, & V. Gonzalez (Eds). *Handbook of Workplace Affect*, Cambridge University Press.
9. **Tay^{*}, L.**, & Diener, E. (2018). Selecting the right journal outlet for your paper. In R. J. Sternberg (Ed.), *Guide to publishing in psychology journals (2nd Edition)*, Cambridge University Press.
10. Batz^{*2}, C. L., & **Tay^{*}, L.** (2017). Gender and subjective well-being. In E. Diener, S. Oishi, & L. Tay (Eds.), *e-Handbook of Subjective Well-Being*, NobaScholar.
11. Heintzelman^{*3}, S. & **Tay^{*}, L.** (2017). Subjective well-being: Payoffs of being happy and ways to promote happiness. In D. S. Dunn (Ed.), *Positive Psychology: Established and emerging issues, Frontiers of Social Psychology Series*, Routledge.
12. Jebb^{*2}, A., **Tay^{*}, L.**, Woo, S. E., & Ng², V. (2017). Construct validation in multilevel studies. In S. E. Humphrey & J. LeBreton. *The Handbook for Multilevel Theory, Measurement, and Analysis*, American Psychological Association.
13. Pawelski^{*}, J. O., & **Tay, L.** (2017). Well-being effects of the Humanities. In S. Lopez, L. Edwards, & S. C. Marques (Eds.), *Handbook of Positive Psychology (3rd Edition)*, Oxford University Press.
14. Tan^{*2}, K., & **Tay^{*}, L.** (2017). Relationships and well-being. In R. Biswas-Diener & E. Diener (Eds), *Noba textbook series: Psychology*. Champaign, IL: DEF Publishers. DOI: www.nobaproject.com
15. **Tay^{*}, L.**, Diener, E., Lucas, R. E., & Larsen, R. (2017). Measuring positive emotions. In S. Lopez & M. Gallagher (Eds.), *Positive Psychological Assessment Handbook (2nd Edition)*, American Psychological Association.
16. **Tay^{*}, L.**, Zyphur, M. J., & Batz², C. L. (2017). Income and subjective well-being: Review, synthesis, and future research. In E. Diener, S. Oishi, & L. Tay (Eds.), *e-Handbook of Subjective Well-Being*, NobaScholar.
17. Diener^{*}, E., & **Tay, L.** (2015). New frontiers of subjective indicators. In L. Bruni & P. L. Porta(Eds.), *Handbook of research methods and applications on happiness and quality of life* (pp. 35-52). Massachusetts, USA: Edward Elgar Publishing.

18. **Tay***, L., Kuykendall², L., & Diener, (2015). Satisfaction and happiness – The bright side of quality of life. In W. Glatzer, (Ed.), *Global Handbook of Wellbeing and Quality of Life* (pp. 839-853). Netherlands: Springer.
19. **Tay***, L., Li², M., Myers, D., & Diener, E. (2014). Religiosity and subjective well-being: An international perspective. In C. Kim-Prieto. (Ed.). *Religion and Spirituality across cultures*, Cross-Cultural Advancements in Positive Psychology Volume 9 (pp. 163-175). New York: Springer.
20. **Tay***, L., Ng², V., Kuykendall², L. & Diener, E. (2014). Demographics and worker well-being: An empirical review using representative data from the United States and across the world. In P. L. Perrewé, J. Halbesleben, & C. C. Rosen (Eds.), *Research in Occupational Stress and Well-Being Volume 12* (pp. 235-283). Emerald Group Publishing.
21. Biswas-Diener*, R., **Tay, L.**, & Diener, E. (2012). Happiness in India. In H. Selin & G. Davey (Eds.), *Happiness across cultures: Science across cultures: The history of non-Western Science* (pp. 13-25). Netherlands: Springer.
22. Drasgow*, F., Nye, C. D., & **Tay, L.** (2010). Indicators of quality assessments. In J. C. Scott & D. H. Reynolds (Eds.), *Handbook of workplace assessment: Selecting and developing organizational talent* (pp. 27-59). San Francisco, CA: Pfeiffer [R. Wayne Pace HRD book of the Year, 2011]
23. **Tay***, L., Woo*, S. E., Klafehn*, J., & Chiu*, C-y. (2010). Conceptualizing and measuring culture: Problems and Solutions. In E. Tucker, M. Viswanathan, & G. Walford (Eds.) *The Handbook of measurement: How social scientists generate, modify, and validate indicators and scales* (pp. 177-202): Sage Publication. (All authors contributed equally).

ADVISORY REPORTS

1. De Neve*, J.-E., Diener, E., **Tay, L.**, and Xuereb, C. (2013) The Objective Benefits of Subjective Well-Being. In Helliwell, J., Layard, R., and Sachs, J. (Eds.) World Happiness Report 2. Earth Institute, Columbia University, New York. *United Nations World Happiness Report*.
2. Diener*, E., & **Tay, L.** (2012). A scientific review of the remarkable benefits of happiness for successful and healthy living. Report of the Well-Being Working Group, Royal Government of Bhutan: *Report to the United Nations General Assembly*, Well-Being and Happiness: A New Development Paradigm, UN, NY, April 2.

SELECTED MEDIA MENTIONS

Wall Street Journal, Time, Scientific American, Washington Post, U.S. News & World Report, Science Daily, Business Insider, Newsweek, World Economic Forum, Forbes

- *APA Blog* – Can AI predict your personality in a job interview? (Jan 2020)
<http://psychlearningcurve.org/can-ai-predict-your-personality-in-a-job-interview/>
- *Time Magazine* – This is the amount of money you need to be happy (Feb 2018)
<http://time.com/money/5157625/ideal-income-study/>
- *Forbes* – This is the new price of happiness (Feb 2018)
<https://www.forbes.com/sites/learnvest/2018/02/19/this-is-the-new-price-of-happiness/#3128e279586f>
- *Business Insider* – A new study reveals how much money you really need to be happy – and its less than you think (Feb 2018)
<http://www.businessinsider.com/a-new-study-reveals-how-much-money-you-really-need-to-be-happy-2018-2>
- *Newsweek* – Happy? Scientists calculated the income needed for a joyful life (Feb 2018)
<http://www.newsweek.com/how-much-money-do-you-need-be-happy-scientists-deliver-new-global-income-806996>
- *Psychology Today (blog)* – Are narcissists nastier to their partners? (Feb 2017)
<https://www.psychologytoday.com/blog/close-encounters/201701/are-narcissists-nastier-their-romantic-partners>
- *MarketWatch* – “The real reason people would rather eat a tarantula than pay off their student debt” (Nov 2016)

<http://www.marketwatch.com/story/the-real-reason-people-would-rather-eat-a-tarantula-than-pay-off-their-student-loans-2016-11-01>

- *Washington Post* – “The psychological costs of student debt” (Oct 2016)
https://www.washingtonpost.com/business/get-there/the-psychological-costs-of-student-debt/2016/10/27/010a0ea0-9014-11e6-a6a3-d50061aa9fae_story.html
- *Purdue Life 360* (Fall 2016)
<http://www.purdue.edu/hhs/life360/2016-fall/happiness-to-science.html>
- *Science 2.0* – “Men are more narcissistic than women, finds review” (Mar 2015)
http://www.science20.com/news_articles/men_are_more_narcissistic_than_women_finds_review-153724
- *Science Daily* – “Men tend to be more narcissistic than women” (Mar 2015)
<https://www.sciencedaily.com/releases/2015/03/150304104040.htm>
- *LiveScience* – “People in rich countries are more stressed out” (April 2014)
<http://www.livescience.com/45173-rich-countries-worry-anger.html>
- *Indianapolis Star* (Feb 2014)
<http://www.indystar.com/story/life/2014/02/27/purdue-prof-has-advice-for-unhappy-hoosiers/5867319/>
- *Scientific American* (Podcast) – “Global survey links religion and Happiness (Sep 2011)
<https://www.scientificamerican.com/podcast/episode/global-survey-links-religion-and-ha-11-09-01/>
- *Scientific American* – “The many faces of Happiness” (August 2011)
<https://www.scientificamerican.com/article/the-many-faces-of-happiness/>
- *Science Daily* – “Ingredients of happiness around the world” (July 2011)
<http://www.sciencedaily.com/releases/2011/06/110629123039.htm>
- *University of Illinois News Bureau* – “Researchers look for ingredients of happiness around the world” (June 2011)
http://news.illinois.edu/news/11/0629happiness_eddiener.html
- *APA Monitor* – “National Pride can boost Personal Pride” (April 2011)
<http://www.apa.org/monitor/2011/04/pride.aspx>
- *The Wall Street Journal* – “Love of Country, Love of Self,” (January 2011)
<http://online.wsj.com/article/SB10001424052748703673604575550071622397954.html?dsk=y>
- *U.S. News & World Report* – “The better people feel about their country, the better they feel overall” (Feb 2011)
<http://health.usnews.com/health-news/family-health/brain-and-behavior/articles/2011/02/11/the-better-people-feel-about-their-country-the-better-they-feel-overall>
- *ScienceDaily* – “Personal well-being is linked to national satisfaction, especially when times are tough” (Feb 2011)
<http://www.sciencedaily.com/releases/2011/02/110209124348.htm>
- *United Press International* – “Everyone agrees they live in the best country” (Feb 2011)
http://www.upi.com/Health_News/2011/02/09/Everyone-agrees-They-live-in-best-country/UPI-10911297305065/
- *Live Science* – “Happiness is linked to patriotism, especially in poor countries” (Feb 2011)
<http://www.livescience.com/12791-happiness-linked-patriotism.html>
- *Xinhua News Agency* – “New study links happiness with Patriotism” (Feb 2011)
http://news.xinhuanet.com/english2010/health/2011-02/11/c_13726531.htm

INVITED ENGAGEMENTS

Webinar

Tay, L. (2018). Experience sampling method (ESM) Ecological momentary assessment (EMA) webinar. Sep, 4.
<https://youtu.be/Y80JwwMX3ts>

Public Lectures

Tay, L. (2024, Nov). Assessing societal well-being: Emerging opportunities and challenges. Westwood Lecture Series, Purdue University, Nov 7. <https://www.purdue.edu/newsroom/purduetoday/2024/Q4/louis-tay-presents-on-assessing-the-happiness-of-societies-at-westwood-lecture-series/>

Tay, L. (2016, Jan). *Toward greater societal well-being*. Invited public lecture to 1,300, Colombia, Bogota, Jan 20. <http://www.colombiaflorece.com/>

Invited talks at Workshops/Consortium/Societal Meetings

Tay, L. (2026, April). *AI companions: Does Jesus call us to love them*. American Scientific Affiliation/Society of Catholic Scientists Joint Meeting, April 14.

Tay, L. (2022, June). *Big Data Analyses: Overview of Methods and Issues for Consideration*. Invited speaker for the Consortium for the Advancement of Research Methods and Analysis (CARMA), Texas Tech University Rawls Business School, June 24.

Tay, L. & Ng, V (2021, Apr). *Assessing Character and Virtues through Self-Reports: Overcoming Social Desirability Bias and Beyond*. Invited talk at Network for Research on Morality (NRM) Virtual Conference, April 13.

Tay, L. (2019, June). *Essentials of ecological momentary assessment: History, usage, design, analysis, and implementation*. Invited workshop at Society for Ambulatory Assessment (SAA), Syracuse, NY, June 19.

Tay, L. (2019, May). *Dimensions of subjective underemployment*. Invited talk at the Association of Psychological Science (APS), Washington D.C., May 23-26.

Tay, L. (2017, April). *Experience sampling methodology*. Invited presenter for Friday seminar series at Society for Industrial and Organizational Psychology (SIOP), Orlando, April 28.
<http://www.siop.org/Conferences/17con/regbk/fridayseminars/FS4.aspx>

Tay, L. (2017, April). *Continuum Specification: Understanding and measuring construct continua*. Invited speaker for the Consortium for the Advancement of Research Methods and Analysis (CARMA), University of Nebraska Lincoln, April 7. <https://cba.unl.edu/outreach/carma/programs/presenters/>

Tay, L. (2015, May). *Continuum Specification: Understanding and measuring construct continua*. Invited talk at the Association of Psychological Science (APS), New York, May 21-24.

Invited talks at Other Universities/Institutions

Tay, L. (2025, Nov). I-O Psychology in the Age of AI. Invited presentation at University of South Florida, Nov 7.

Tay, L. (2024, Feb). Assessing well-being in societies: Psychometric, methodological, and data science issues to consider. Invited presentation at McGill-University of Toronto, Invited Virtual Well-Being Seminar, Feb 5.
<https://youtu.be/wtXdrhUfEwY?feature=shared>

Tay, L. (2023, Nov). Conceptualizing and assessing bias in the 21st century. Invited presentation at National University of Singapore, Singapore, Nov 21.

Tay, L. & Thapa, S. (2023, Oct) Experience Sampling Methodology and Ecological Momentary Assessment for Mental Health Outcomes. Invited presentation for Ecological Momentary Assessment in Health Behaviors (EXSC 755), Department of Exercise Science, University of South Carolina, Oct 31.

Tay, L. (2022, Nov). *Machine learning measurement bias: A conceptual framework*. Invited virtual presentation at University of Maryland, College Park, MD, Nov 28.

Tay, L. (2022, Nov). *Machine learning measurement bias: A conceptual framework*. Invited presentation at University of Notre Dame, South Bend, IN, Nov 3.

- Tay, L. (2022, Oct). Bias, Fairness, and Validity in Graduate Admissions: A Psychometric Perspective. Invited presentation at Singapore Management University, Singapore, Oct 11.
- Tay, L. (2021, Nov). *Big Data and Psychology*. Invited virtual presentation at University of Texas Arlington, Arlington, TX, Nov 30.
- Tay, L. (2021, Oct). *Machine Learning Measurement Bias*. Invited presentation at University of Illinois at Urbana-Champaign, Champaign, IL, Oct 25.
- Tay, L. (2020, Nov). *Machine Learning Measurement Bias*. Invited virtual presentation at Texas A&M University, College Station, TX, Nov 6.
- Woo, S. E., LeBreton, J., Keith, M., & Tay, L. (2020, Oct). Bias, Fairness, and Validity in Graduate Admissions: A Psychometric Perspective. Invited virtual presentation departmental talk at George Mason University, Fairfax, Virginia, Oct 28.
- Tay, L. (2020, Oct). *Machine Learning Measurement Bias*. Invited virtual presentation at George Mason University, Fairfax, Virginia, Oct 20.
- Tay, L. (2019, Sep). *Exploring Data Science Approaches to Studying Well-Being: Internet Searches, Passive Sensing, and Social Media*. Invited presentation at Virginia Tech, Blacksburg, Virginia, Sep 19.
- Tay, L. (2019, May). *Societal Assessment of Well-Being*. Invited presentation at University of Mannheim, Mannheim, Germany, May 8.
- Tay, L. (2019, April). *Are happy and sad bipolar opposites?* Invited presentation at Facebook, San Francisco, CA, April 22.
- Tay, L. (2018, Dec). *Continuum Specification*. Invited talk at Positive Psychology Center, University of Pennsylvania, Dec 10.
- Tay, L. (2018, Apr). *Measures of well-being for different purposes*. Invited talk at Interdisciplinary Workshop on Health and Happiness, Lee Kum Sheung Center for Health and Happiness, Harvard University, Apr 5-6.
- Tay, L. (2016, Dec). *Enhancing survey data through technology: Experience capture and sampling*. Invited talk at Nanyang Business School, Dec 8.
- Tay, L. (2016, Nov). *Happy and sad at the same time?* Invited talk at Erasmus Happiness Research Organization, Nov 22.
- Tay, L. (2015, January). *There is nothing so theoretical as a good method*. Department of Psychology, Michigan State University, Jan 20.
- Tay, L. (2015, January). *There is nothing so theoretical as a good method*. Department of Psychology, Penn State University, Jan 15.
- Tay, L. (2015, April). *Positive effects of religion and the humanities*. Invited talk for the Masters in Applied Positive Psychology, University of Pennsylvania, April 23.
- Tay, L. (2014, March). *The psychometric principles of affect: Are they ideal?* Social Psychology Brown Bag Talk, Michigan State University, March 28.

Tay, L. (2012, October). *The psychometric principles of affect: Are they ideal?* Behavioural Sciences Institute Seminar, Singapore Management University, October 2.

Tay, L. (2011, November). *Remodeling methods to model theory*. Joint Talk for School of Labor and Employment Relations & Department of Psychology. University of Illinois at Urbana-Champaign, November 9.

IPPA World Congress Presentations

Tay, L. (2019, July). Humanities and Human Flourishing: Progress and Opportunities. Chair of Symposium conducted at the 6th World Congress of Positive Psychology, Melbourne, Australia.

Tay, L. (2017, July). The role of the arts and humanities in human flourishing: A conceptual model. In J. O. Pawelski (Chair), *The Positive Humanities: How might the well-being effects of the arts and humanities be measured?* Symposium conducted at the 5th World Congress of Positive Psychology, Montreal, Quebec.

Tay, L. & Pawelski, J. O. (2015, June). The well-being effects of the arts and the humanities: An integrative conceptual model. Individual presentation at the 4th World Congress of Positive Psychology, Lake Buena Vista, FL.

Scientific Advisory Engagements

[Fortune 10 Tech Company; Company Name Redacted], 2024

Facebook Global Strategic Initiatives: Algorithms and Virality, 2021

Common App Convening: Reimagining the Letter of Recommendation, 2021

Aspen Institute Roundtable “Loneliness in a Fractured Society,” 2020

Facebook and Wellbeing, 2018

Legatum Institute and Economic Quality, 2019

Gallup Organization, Research Advisor, 2011 – present

University of Pennsylvania, Scientific Advisor for Undergraduate Well-Being Assessment, 2019

MAJOR PROFESSOR FOR DOCTORAL STUDENTS

Lauren Kuykendall (2010 – 2015)

Master’s thesis completed 2013

Dissertation completed 2015

Position: ***Associate Professor, Industrial-Organizational Psychology, George Mason University***

Vincent Ng (2013 – 2019)

Master’s thesis completed 2015

Dissertation completed 2019

Position: ***Assistant Professor, Industrial-Organizational Psychology, Houston University***

Cassandra Batz (2014 – 2019)

Master’s thesis completed 2016

Dissertation completed 2019

Position: ***Associate Professor, Graduate School of Management, Lake Forest College***

Louis Hickman (2018 – 2021)

Dissertation completed 2021

Position: ***Assistant Professor, Industrial-Organizational Psychology, Virginia Tech University***

Stuti Thapa (2017 – 2023)

Master's thesis completed 2020
Dissertation completed 2023
Position: *Assistant Professor, Industrial-Organizational Psychology, Tulsa University*

Victoria Scotney (2019 –2026)
Master's thesis completed 2022
Dissertation completed 2026

Daphne Hou (2020 – 2025)
Master's thesis completed 2022
Dissertation completed 2025
Position: *Assistant Professor, Industrial-Organizational Psychology, University of South Florida*

Fanyi Zhang (2021 –)
Masters thesis completed 2024
Dissertation ongoing

Gloria Liou (2023 –)
Masters thesis completed 2025
Dissertation ongoing

MAJOR PROFESSOR FOR POST-DOCTORAL FELLOWS

Christopher W. Wiese (2015 – 2018)
Funded by the Walton Foundation
Starting Position: *Associate Professor, Industrial-Organizational Psychology, Georgia Tech University*

Hoda Vaziri (2017 – 2019)
Funded by the Templeton Religion Trust
Starting position in 2019: *Associate Professor, College of Business, University of North Texas*

Amel Chekili (2025 – present)
Funded by the John Templeton Foundation

STUDENT COMMITTEES

Prelims

Madison O'Meara (Purdue University, Clinical, 2018), Lily Assaad (Purdue University, Clinical, 2020), Melissa West (Purdue University, Clinical, 2023)

Masters

Britt Bohrer (Purdue University, Clinical, 2014), Melissa Keith (Purdue University, I-O, 2016), Nikki Strah (Purdue University, I-O, 2018), Sharon Li (Purdue University, I-O, 2020), Madison Smith (Purdue University, Clinical, 2021), Rick Yang (Purdue University, I-O, 2022), Mia Kendrick (Purdue University, I-O, 2025), Dante Bruno (Purdue University, I-O, 2025), Maggie Lupo (Purdue University, Clinical, ongoing)

Dissertation

Melissa Keith (Purdue University, I-O, 2019), Andrew Jebb (Purdue University, I-O, 2020), Kate Collison (Purdue University, Clinical, 2020), Weiwen Nie (Virginia Tech, 2021), Dayoung Kim (Purdue University, Engineering Education, 2022) Lu Zuo (University of Alabama, 2023), Rachel Taggert (Purdue University, Social, 2024), Ingroj Shrestha (University of Iowa, Computer Science, 2025), Melissa West (Purdue University, Clinical, 2025), Logan Martin (University of California Irvine, ongoing)

PROFESSIONAL AFFILIATIONS AND SERVICE

Affiliations

American Association for the Advancement of Science, 2023 – present
American Psychological Association, Member, 2022 – present
Association for Psychological Science, Member, 2011 – present
Academy of Management, Member, 2011 – present
Society for Industrial and Organizational Psychology, Member, 2008 – present
Personnel/Human Resources Research Group, Inducted Member, 2017 – present
International Positive Psychology Association, 2015 – present
Society for Personality and Social Psychology, 2017 – present
Sigma Xi: The Scientific Research Honor Society, Inducted Member, 2020 – present

Professional Society Service

Chair, SIOP Fellowship Committee, Society for Industrial-Organizational Psychology, 2024 – 2025
Member, SIOP Fellowship Committee, Society for Industrial-Organizational Psychology, 2022 – present
Representative-at-Large, Academy of Management (AOM) Research Methods Division, 2021 – 2024
Awards Committee, Academy of Management (AOM) Research Methods Division, 2023, 2024

University Service

Provost Fellow for Steps to Leaps, a Purdue initiative to improve student well-being and resilience, Fall 2019 – Fall 2023

- Developing Steps to Leaps Assessments for well-being, networks, grit, leadership and professional development, and impact
- Leading Steps to Leaps Research Collaborative: <https://www.purdue.edu/stepstoleaps/about/faculty.php>
- Organizing Steps to Leaps Tip of the Week to communicate research and perspectives on enhancing well-being <https://www.purdue.edu/stepstoleaps/explore/well-being-tips/index.php>

Member, Purdue Scientific Advisory Board for the Gallup Purdue Index, 2014-2017

- With support from the Lumina Foundation, this board helped to develop the original Gallup-Purdue Index that is used nationwide to assess various aspects of the well-being of college students and alumni

College Service

College Representative, Steering Committee, Integrated Health Cluster Hire Search, Fall 2025, Spring 2026

Member, Search Committee, Dean Search for Health and Human Sciences, Fall 2024

Faculty Speaker for Health and Human Sciences, Purdue for Life's Annual Weekend, Naples, 2022

Faculty Representative, Health and Human Sciences Fall Welcome, 2021

Faculty Representative, Commencement Ceremony, August 3rd 2019

Faculty Representative, Purdue's for Me Pizza Supper, Spring 2018

Departmental Service

Chair, Integrated Health Cluster Hire, Department of Psychological Sciences, Fall 2024, Spring 2025.

I-O Area Coordinator, Department of Psychological Sciences, Fall 2024 to present

Member, Awards Committee, Department of Psychological Sciences, Fall 2023, Spring 2024

Member, Online Learning Committee, Department of Psychological Sciences, Fall 2021, Spring 2022, Fall 2022, Spring 2023, Fall 2023, Spring 2024, Fall 2024

Member, Advisory Committee, Department of Psychological Sciences, Fall 2021, Spring 2022, Fall 2023, Spring 2024, Fall 2024

Member, Search Committee, Decision Making Psychology Faculty Hire in the Department of Psychological Sciences, Fall 2021

Member, Search Committee, Advanced Methods Psychology Faculty Hire in the Department of Psychological Sciences, Fall 2023

Member, Undergraduate Student Committee, Department of Psychological Sciences Purdue University, Fall 2019, Spring 2020, Fall 2020, Spring 2021, Fall 2021, Spring 2022

Chair, Search Committee, Two Industrial-Organizational Psychology Faculty Hires in the Department of Psychological Sciences, Fall 2019

Chair, Search Committee, Industrial-Organizational Psychology Faculty Hire in the Department of Psychological Sciences, Fall 2023

Faculty Co-Convener, Purdue Symposium on Psychology Sciences (PSPS): Big Data for Psychological Sciences, Spring 2018

Member, Graduate Student Committee, Department of Psychological Sciences Purdue University, Fall 2016, Fall 2017, Spring 2018

Planning Chair, The Ernest J. McCormick Memorial Lecture Series, Department of Psychological Sciences, 2017

Member, Purdue Institutional Review Board Survey Committee, 2016-2017, 2023-2024

Member, Master Committee, Advanced Quantitative Statistics and Methodology Cluster Hire faculty in Liberal Arts and Health and Human Sciences, 2015-2017

Chair, Search Committee, Advanced Quantitative Statistics and Methodology Cluster Hire faculty in the Department of Psychological Sciences, Fall 2015

COURSES TAUGHT

PSY 12300 Beyond Mental Health: The Science of Well-Being

- PSY 39000 Research Experience in Psychology
- PSY 39200 Science of Happiness
- PSY 49800 Senior Research
- PSY 68000 Survey of Industrial Psychology
- PSY 68100 Research Methods II in Industrial-Organizational Psychology

(TEACHING EVALUATIONS EXCLUDE CLASSES SMALLER THAN 5 STUDENTS)

STUDENT EVALUATIONS OF TEACHING

(For 2019-20 and Before)

Course Number	PSY	PSY			PSY		
	39200	68000			68100		
Semester and Year	Fall 16	Fall 13	Fall 14	Fall 15	Spr 14	Spr 15	Spr 16
Overall, I would rate this instructor as:*	4.80	4.90	4.90	4.80	4.50	5.00	5.00
Overall, I would rate this course as:*	4.80	4.90	5.00	4.90	5.00	5.00	5.00
Average	4.80	4.90	4.95	4.85	4.75	5.00	5.00

Scale: 1=Strongly Disagree, 2=Disagree, 3=Neither Agree nor Disagree, 4=Agree, 5=Strongly Agree

*Scale: 1=Very Poor, 2=Poor, 3-Fair, 4=Good, 5=Excellent

Note: Evaluations are the median scores (Grp Med) for each item.

STUDENT EVALUATIONS OF TEACHING
(For 2020-21 and Beyond)

Course Number	PSY 12300	PSY 12300	PSY 12300	PSY 12300	PSY 12300
Semester and Year	Fall 20	Fall 21	Fall 22	Fall 23	Fall 24
The class activities are well prepared and organized.	4.78	4.78	4.68	4.72	4.73
The assignments aid me in achieving the class objectives.	4.69	4.69	4.64	4.62	4.70
The projects or laboratories aid me in achieving in achieving the class objectives. [where relevant]	4.59	4.62	4.59	4.43	4.58
The examinations aid me in achieving the class objectives. [where relevant]	4.43	4.43	4.37	4.29	4.56
The instructor clearly explains material so that I can understand it.	4.76	4.78	4.65	4.75	4.75
The instructor is open to my questions and effectively answers them.	4.82	4.82	4.74	4.77	4.78
The instructor seems to care that I learned this material.	4.88	4.82	4.77	4.78	4.78
The instructor willingly makes time to help other students and me.	4.84	4.79	4.65	4.75	4.75
The instructor is fair and consistent in evaluating my performance in the course.	4.82	4.82	4.69	4.78	4.73
The instructor created a welcome and inclusive classroom environment.	4.88	4.82	4.72	4.80	4.76
The instructor challenged me to do my best work.	-	4.58	4.45	4.59	4.59
My instructor acknowledged and respected diverse groups of people.	-	4.86	4.66	4.79	4.83
My instructor conveyed confidence in my ability to do well in the course	4.76	-			
My instructor encouraged me to ask questions	4.78	-			
Average	4.75	4.73	4.63	4.67	4.71

Scale: 1=Strongly Disagree, 2=Disagree, 3=Neither Agree nor Disagree, 4=Agree, 5=Strongly Agree

Note: Evaluations are reported as mean scores for each item.

Course Number	PSY 68000	PSY 68100
Semester and Year	Fall 20	Spr 21
The class activities are well prepared and organized.	5.00	5.00
The assignments aid me in achieving the class objectives.	5.00	5.00
The projects or laboratories aid me in achieving in achieving the class objectives. [where relevant]	5.00	5.00
The examinations aid me in achieving the class objectives. [where relevant]	5.00	4.33
The instructor clearly explains material so that I can understand it.	5.00	5.00
The instructor is open to my questions and effectively answers them.	5.00	5.00
The instructor seems to care that I learned this material.	5.00	5.00
The instructor willingly makes time to help other students and me.	5.00	5.00
The instructor is fair and consistent in evaluating my performance in the course.	5.00	5.00
The instructor created a welcome and inclusive classroom environment.	5.00	5.00
The instructor challenged me to do my best work.	-	5.00
My instructor acknowledged and respected diverse groups of people.	-	-
My instructor conveyed confidence in my ability to do well in the course	5.00	-
My instructor encouraged me to ask questions	5.00	-
Average	5.00	4.94

Scale: 1=Strongly Disagree, 2=Disagree, 3=Neither Agree nor Disagree, 4=Agree, 5=Strongly Agree
 Note: Evaluations are reported as mean scores for each item.