

Louis Tay

William C. Byham Chair in Industrial-Organizational Psychology
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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	2020-2019-	William C. Byham Chair in Industrial-Organizational Psychology 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 2015-2013-2018	Founder & President of ExpiWell, Inc. 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 [e.g., arts/humanities activities] interface) and *methodology* (i.e., measurement, continuum specification, latent class modeling, big data / data science). My goal is to contribute more broadly beyond I-O psychology 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? This question is of increasing concern to academics from many fields and policy makers. 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. Much of my research is currently based on psychological theories that I seek to integrate with other fields, such as business, economics, and sociology.

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 Big Data / data science approaches. 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 *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

- Association for Psychological Science (APS) Fellow (2023)
- Society for Industrial and Organizational Psychology (SIOP) Fellow (2022)
- Highly Cited Researcher, Clarivate (2021, 2022): “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.”
- 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 (Feb 2016 to present)

Past and Current Editorial Boards

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

GRANT ACTIVITY

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: \$152,521.88). 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: \$50,000.00). PI: K. Plake, Co-PI: **L. Tay**.
- 2017 – *Humanities and Human Flourishing (Phase I)*. Templeton Religion Trust (August 2017 – July 2020). Status: Funded. (amount: \$2,479,562.00). 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: \$27,303.00). PI: **L. Tay**.
- 2015 – *Performance task measures of self-control and grit*. Walton Family Foundation. (July 2015 – June 2018). Status: Funded. (amount: \$1,200,000.00). 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 \$250,000.00). 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 \$15,698.00). PI: **L. Tay**

EDITED BOOKS

1. Diener, E., Oishi, S., & **Tay, L.** (Eds.). (2018). *Handbook of Well-Being*. Salt Lake City, UT: DEF Publishers.
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. (expected 2023). *Technology and Measurement: Research and Practices around the Globe*. Cambridge University Press.
6. **Tay, L.** & McCuskey, B. (prospectus accepted; contracting). *Handbook of Well-Being in Higher Education: Theory, Research, & Practice*. Oxford University Press.

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 = 19,567 citations; h-index = 57

TAXONOMIES (DIMENSIONALITY MODELS OF INTERESTS, SITUATIONS, AND CHARACTER)

1. Thapa^{*2}, S., Vaziri, H., Shim³, Y., & **Tay, L.**, & Pawelski, J. O. (*in press*). Development and Validation of the Mechanisms of Engagement in the Arts and Humanities Scales. *Psychology of Aesthetics, Creativity, and the Arts*.
2. 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.
3. 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.
4. 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.
5. 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.
6. 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.
7. **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

8. Zhang², B., Cao^{*2}, 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.
9. **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.
10. 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
11. **Tay^{*}, L.** & Ng, V. (2018). Ideal point modeling of non-cognitive constructs: Review and recommendations for future research. *Frontiers in Psychology, 9*, 2423.
12. Cao^{*2}, 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*.
13. LaPalme^{*2}, M., **Tay^{*}, L.**, & Wang, W. (2018). A within-person examination of the ideal point response process. *Psychological Assessment, 30*, 567-581.
14. **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.

15. 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.
16. **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.
17. **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.
18. **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.

BIG DATA / DATA SCIENCE

19. Hickman*, 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*. <https://doi.org/10.1111/ijasa.12418>
20. **Tay*, L.**, Thapa, S., Newman, D. B., & Choudhury, M. D. (2022). Using Social Media to Assess Expressions of Gratitude to God: Issues for Consideration. *Religions*, *13*(9).
21. Liou*, G., Bonner, C., & **Tay, L.** (2022). A psychometric view of technology-based assessments. *International Journal of Testing*, *22*, 216-242.
22. 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.
23. **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.
24. 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.
25. 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.
26. 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).
27. 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>
28. 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>

29. 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*.
30. 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*.
31. **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).
32. 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.
33. Guntuku*, 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.
34. 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.
35. **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.
36. **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.
37. **Tay***, L., Parrigon², S., Huang², Q., & LeBreton, J. M., (2016). Graphical Descriptives: A way to improve data transparency and methodological rigor in psychology. *Perspectives on Psychological Science, 11*, 692-701.

GENERAL MEASUREMENT AND METHODOLOGY

38. Forecasting Collaborative. (2023). Insights into the accuracy of social scientists' forecasts of societal change. *Nature Human Behavior*. <https://doi.org/10.1038/s41562-022-01517-1>
39. Hutcherson*, C. A., Sharpinskyi, K., Varnum, M. E. W., Rotella, A., Wormley, A. S., **Tay, L.**, & Grossmann, I. (*in press*) On the Accuracy, Media Representation, and Public Perception of Psychological Scientists' Judgments of Societal Change. *American Psychologist*.
40. Zyphur*, M., Bonner, C., & **Tay, L.** (2023). Structural Equation Modeling in Organizational Research: State of the Science. *Annual Review of Organizational Psychology and Organizational Behavior, 10*, 495-517.
41. Woo*, S. E., Keith, M. G., Tay, L., & LeBreton, J. M. (2023). Rejoinder to Commentaries on Woo et al. (2022). *Perspectives on Psychological Science, 18*(1), 61-66.
42. Woo*, S. E., Lebreton, J. L., Keith, M., **Tay, L.** (2023). Bias, Fairness, and Validity in Graduate-School Admissions: A Psychometric Perspective. *Perspectives on Psychological Science, 18*(1), 3-31.

43. Hoogeveen, S., Sarafoglou, A., Aczel, B., Aditya, Y., Alayan, A. J., Allen, P. J., Altay, S., Alzahawi, S., Amir, Y., Anthony, F.-V., Kwame Appiah, O., Atkinson, Q. D., Baimel, A., Balkaya-Ince, M., Balsamo, M., Banker, S., Bartoš, F., Becerra, M., Beffara, B., . . . Wagenmakers, E.-J. (2022). A many-analysts approach to the relation between religiosity and well-being. *Religion, Brain & Behavior*, 1-47.
44. Shim^{*}, Y., Scotney², V., & **Tay, L.** (2022). Conducting mobile-enabled ecological momentary intervention research in positive psychology: Key considerations and recommended practices. *Journal of Positive Psychology*, 17, 708-717.
45. Hofmans, J.^{*}, Morin, A.J.S.^{*}, Breitsohl, H., Ceulemans, E., Chénard-Poirier, L.A., Driver, C.C., Fernet, C., Gagné, M., Gillet, N., González-Romá, V., Grimm, K.J., Hamaker, E.L., Hau, K.-T., Houle, S.A., Howard, J.L., Kline, R.B., Kuijpers, E., Leyens, T., Litalien, D., Mäkikangas, A., Marsh, H.W., McLarnon, M.J.W., Meyer, J.P., Navarro, J., Olivier, E., O'Neill, T.A., Pekrun, R., Salmela-Aro, K., Solinger, O.N., Sonnentag, S., **Tay, L.**, Tóth-Király, I., Vallerand, R.J., Vandenberghe, C., Van Rossenberg, Y.G.T., Vantilborgh, T., Vergauwe, J., Vullings, J.T., Wang, M., Wen, Z., & Wille, B. (2021). The baby and the bathwater: On the need for substantive-methodological synergy in organizational research. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 14(4), 497-504.
46. Jebb^{*}, A., Ng, V., & **Tay, L.** (2021). A review of key Likert scale development advances: 1995–2019. *Frontiers in psychology*, 12, 1590.
47. Zyphur^{*}, M., Hamaker, E., **Tay, L.**, Voelke, M., Preacher, K. J., Zhang, Z., Allison, P. D., Pierides, D. C., Koval, P., Diener, E. (2021). From Data to Causes III: Bayesian priors for General Cross-Lagged Panel Models (GCLM). *Frontiers in Psychology*. <https://doi.org/10.3389/fpsyg.2021.612251>
48. Lang^{*}, J. & **Tay, L.** (2021). The science and practice of item response theory in organizations. *Annual Review of Organizational Psychology and Organizational Behavior*, 8, 311-338.
49. Forbush^{*}, K. T., Song, Q. C., **Tay, L.**, Gould, S. R., Chapa, D. A. N., Cushing, C. C., & Ptomey, L. T. (2020). Do differences between individuals who are healthy weight or overweight on self-report measures of disinhibited eating and restrained eating reflect reality or item ‘bias’? *Psychological Assessment*, 32, 553-567.
50. Ng^{*2}, V., Lee, P., Kuykendall, L., Stark, S., & **Tay, L.** (2020). The development and validation of a multidimensional forced-choice format character measure: Testing the Thurstonian IRT approach. *Journal of Personality Assessment*, 103(2), 224-237.
51. Watson, W. R., Watson, S. L., Thapa, S., & **Tay, L.** (2020). Comparing attitudinal learning of large enrollment active learning and lecture classes. *Innovations in Education and Teaching International*. Advanced online publication. doi: <https://doi.org/10.1080/14703297.2019.1711440>
52. Zyphur^{*}, M., Voelke, M., **Tay, L.**, Allison, P. D., Preacher, K. J., Zhang, Z., Hamaker, E., Shamsollahi, A., Pierides, D. C., Koval, P., Diener, E. (2020). From Data to Causes II: Comparing Approaches to Panel Data Analysis. *Organizational Research Methods*, 23, 688-716.
53. Zyphur^{*}, M., Allison, P. D., **Tay, L.**, Voelke, M., Preacher, K. J., Zhang, Z., Hamaker, E., Shamsollahi, A., Pierides, D. C., Koval, P., Diener, E. (2020). From Data to Causes I: Building a general cross-lagged model (GCLM). *Organizational Research Methods*, 23, 651-687.
54. Keith^{*2}, M. K., Harms, P. D., & **Tay, L.** (2019). Mechanical Turk and the Gig Economy: Exploring differences between Gig workers. *Journal of Managerial Psychology*, 34, 286-306.

55. Su*, R., Zhang², Q., Liu², Y., & **Tay, L.** (2019). Modeling congruence in organizational research with latent moderated structural equations. *Journal of Applied Psychology, 104*, 1404-1433.
56. Saef*², R., Woo, S. E., Carpenter³, J., & **Tay, L.** (2018). Fostering socio-informational behaviors online: The interactive effect of Openness to Experience and Extraversion. *Personality and Individual Differences, 122*, 93-98.
57. McCarty*, M. K., Carlston, D. E., McCall, T. C., & **Tay, L.** (2018). The evolution of a series of impression formation experiments: A methods case study. *SAGE Research Methods Cases*. doi: <http://dx.doi.org/10.4135/9781526440730>
58. Keith*², M., **Tay*, L.**, & Harms, P. D. (2017). Amazon Mechanical Turk for Organizational Research: Review and recommendations. *Frontiers in Psychology, 8*, 1359.
59. Cao*², M., **Tay*, L.**, & Liu², Y. (2017). A Monte Carlo Study of an Iterative Wald Test Procedure for DIF Analysis. *Educational and Psychological Measurement, 77*, 104-118.
60. Allan*, B. A., **Tay, L.**, & Sterling², H. (2017). Construction and validation of the Subjective Underemployment Scales (SUS). *Journal of Vocational Behavior, 99*, 93-106.
61. Jebb*², A., & **Tay*, L.**, (2016). Introduction to Time Series Analysis for organizational research: Methods for longitudinal analyses. *Organizational Research Methods, 20*, 61-94.
62. **Tay*, L.**, Huang², Q., & Vermunt, J. K. (2016). Item response theory with covariates (IRT-C): Assessing item recovery and differential item functioning for the three-parameter logistic model. *Educational and Psychological Measurement, 76*, 22-42.
63. **Tay*, L.**, Meade, A., & Cao², M. (2015). An overview and practical guide to item response theory measurement equivalence. *Organizational Research Methods, 1*, 3-46.
64. Jebb*², A., **Tay*, L.**, Wang, W., & Huang*², Q. (2015). Time series analysis for psychological research: Examining and forecasting change. *Frontiers in Psychology, 6*, 727.
65. Diener*, E., & **Tay, L.** (2014). Review of the Day Reconstruction Method (DRM). *Social Indicators Research, 116*, 255-267.
66. Grijalva*², E., Newman, D. A., **Tay, L.**, Donnellan, M. B., Harms, P. D., Robins, R. W., & Yan, T. (2014). Gender differences in Narcissism: A meta-analytic review. *Psychological Bulletin, 141*, 261-310.
67. **Tay*, L.**, Woo, S.E., & Vermunt, J. K. (2014). A conceptual framework of cross-level isomorphism: Psychometric validation of multilevel constructs. *Organizational Research Methods, 17*, 77-106.
68. **Tay*, L.**, Vermunt, J. K., & Wang, C. (2013). Assessing the item response theory with covariate (IRT-C) framework for ascertaining differential item functioning. *International Journal of Testing, 13*, 201-222.
69. Mencl*, J., **Tay*, L.**, Schwoerer, C., & Drasgow, F. (2012). Evaluating quantitative and qualitative types of change: A mean and covariance structures analysis of the malleability and types of change in general and specific self-efficacy. *Journal of Leadership and Organizational Studies, 19*, 378-391.
70. Proctor*, R. W., Nof, S. Y., Yih, Y., Balasubramanian, P., Busemeyer, J., Carayon, P., Chiu, C Y, Farahmand, F., Gonzalez, C., Gore, J., Landry, S. J., Lehto, M., Rau, P-L., Rouse, W., **Tay, L.**, Vu, K-P. L., Woo, S. E., & Salvendy, G. (2011). Understanding and improving cross-cultural decision making in design and use of digital media: A research agenda. *International Journal of Human Computer Interaction, 27*, 151-190.

71. **Tay***, L., & Drasgow, F. (2011). Adjusting the adjusted χ^2/df ratio statistic for dichotomous item response theory analyses: Does the model fit? *Educational and Psychological Measurement*, 72, 510-528.
72. Drasgow*, F., Nye, C. D., Guo, J., & **Tay, L.** (2009). Cheating on proctored tests: The other side of the unproctored debate. *Industrial and Organizational Psychology*, 2, 46-48.
73. Guo*, J., **Tay, L.**, & Drasgow, F. (2009). Conspiracies and test compromise: An evaluation of the resistance of test systems to small scale cheating. *International Journal of Testing*, 9, 283-309.

PERSON CENTERED RESEARCH AND LATENT CLASS MODELING

74. Woo*, S. E., Jebb², A., **Tay, L.**, Parrigon², S. (2018). Putting the “person” in the center: Review and synthesis of classification procedures in organizational science. *Organizational Research Methods*, 21, 814-845.
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BOOK CHAPTERS

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13. **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.
14. **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.
15. **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.
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PEER-REVIEWED REVISIONS (EXCLUDING SUBMITTED WORKS UNDER INITIAL REVIEW)

1. Nie*, W., Zhang, B., Hernandez, I., Cao, M., & **Tay, L.** (*under second review*). [Title Redacted]. *Journal of Applied Psychology*
2. **Tay***, L., Batz-Barbarich, C., Wiese, C., & Yang, L-Q. (*revise and resubmit*). [Title Redacted]. *Journal of Business and Psychology*.
3. Zuo*, L., Harms, P. D., DeSimone, J., & **Tay, L.** (*revise and resubmit*). [Title Redacted]. *Organizational Research Methods*.
4. Hickman*², L., **Tay, L.**, & Woo, S. E. (*revise and resubmit*). [Title Redacted]. *Journal of Applied Psychology*.

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)
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- *Purdue Life 360* (Fall 2016)
<http://www.purdue.edu/hhs/life360/2016-fall/happiness-to-science.html>
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http://www.science20.com/news_articles/men_are_more_narcissistic_than_women_finds_review-153724

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<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. (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. (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. (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. (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 or Consulting

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

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

Vincent Ng (2013 – 2019)

Master's thesis completed 2015

Dissertation completed 2019

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

Cassondra Batz (2014 – 2019)

Master's thesis completed 2016

Dissertation completed 2019

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

Louis Hickman (2018 – 2021)

Dissertation completed 2021

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

Stuti Thapa Magar (2017 – present)

Dissertation in progress

Starting Position: *Assistant Professor, Industrial-Organizational Psychology, Tulsa University (Fall 2023)*

Victoria Scotney (2019 – present)

Master's thesis in progress

Daphne Hou (2020 – present)

Master's thesis in progress

MAJOR PROFESSOR FOR POST-DOCTORAL FELLOWS

Christopher W. Wiese (2015 – 2018)

Funded by the Walton Foundation

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

Hoda Vaziri (2017 – present)

Funded by the Templeton Religion Trust

Starting position in Fall 2019: *Assistant Professor, College of Business, University of North Texas*

PROFESSIONAL AFFILIATIONS AND SERVICE

Affiliations

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

Member, SIOP Fellowship Committee, Society for Industrial-Organizational Psychology, 2022 – present.

University Service

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

- 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

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

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

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

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

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

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

STUDENT EVALUATIONS OF TEACHING

(For 2019-20 and Before)

Course Number	PSY 39200	PSY 68000			PSY 68100		
	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 68000	PSY 68100
Semester and Year	Fall 20	Fall 21	Fall 22	Fall 20	Spr 21
The class activities are well prepared and organized.	4.78	4.78	4.68	5.00	5.00
The assignments aid me in achieving the class objectives.	4.69	4.69	4.64	5.00	5.00
The projects or laboratories aid me in achieving in achieving the class objectives. [where relevant]	4.59	4.62	4.59	5.00	5.00
The examinations aid me in achieving the class objectives. [where relevant]	4.43	4.43	4.37	5.00	4.33
The instructor clearly explains material so that I can understand it.	4.76	4.78	4.65	5.00	5.00
The instructor is open to my questions and effectively answers them.	4.82	4.82	4.74	5.00	5.00
The instructor seems to care that I learned this material.	4.88	4.82	4.77	5.00	5.00
The instructor willingly makes time to help other students and me.	4.84	4.79	4.65	5.00	5.00
The instructor is fair and consistent in evaluating my performance in the course.	4.82	4.82	4.69	5.00	5.00
The instructor created a welcome and inclusive classroom environment.	4.88	4.82	4.72	5.00	5.00
The instructor challenged me to do my best work.	-	4.58		-	5.00
My instructor acknowledged and respected diverse groups of people.	-	4.86		-	-
My instructor conveyed confidence in my ability to do well in the course	4.76	-		5.00	-
My instructor encouraged me to ask questions	4.78	-		5.00	-
Average	4.75	4.73	4.65	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.