

Daphne Xin Hou

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ACADEMIC POSITION

2025–present Assistant Professor of Industrial-Organizational Psychology
Department of Psychology, University of South Florida, Tampa, FL

EDUCATION

Purdue University, West Lafayette IN

Ph.D. in Industrial-Organizational Psychology 06/2025
College of Health and Human Sciences, West Lafayette IN
Dissertation: Assessing Vocational Interests with Automated Video Interviews (proposed)
Dissertation Committee: Louis Tay (chair), Rong Su, Sang Woo, Franki Kung

M.S. in Industrial-Organizational Psychology 05/2023
College of Health and Human Sciences, West Lafayette IN

M.S. in Human Resource Management 12/2015
Daniels School of Business, West Lafayette IN

B.S. in Financial Planning; Minors: Psychology, Communication 05/2014
College of Health and Human Sciences, West Lafayette IN

RESEARCH INTERESTS

Interests and Careers: vocational interests, leisure interests, career adaptability, career choice/transition/change, meaning of work, calling

Future of work and technology: technology in selection and development, aging workforce, virtual reality (VR) based training/intervention, gig economy

Assessment and Measurement: psychometrics, AI-based assessment tools, behavioral measures, scale development

Cross-cultural psychology: measurement equivalence, cross-cultural comparisons

PUBLICATIONS

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

Su, R. & **Hou, D. X.** (2025). Vocational interests in the future of work. In T. S. Behrend (Ed.), *Human-Technology Partnerships at Work* (pp. 337-358). Cambridge: Cambridge University Press.

Hou, D. X., Su, R., & Tay, L. (2024). Measuring SETPOINT vocational interest dimensions: The development and validation of three short scales. *Journal of Vocational Behavior*, 149, 103959.

Hou, D. X., Guntuku, S. C., Cho, Y. M., Sherman, G., Zhang, T., Li, M., ... & Tay, L. (2024). A cross-cultural examination of temporal orientation through everyday language on social media. *Plos One*, 19(3), e0292963.

Dang, L., **Hou, D. X.,** Hoff, K. A., & Behrend, T. (2024). Addressing labor gaps with the science of workplace learning. *Industrial and Organizational Psychology*.
<https://doi.org/10.1017/iop.2024.71>

Du, Y. Y. L., Jain, D., Cho, Y. M., **Hou, D. X.,** Guntuku, S. C., Ungar, L., & Tay, L. (2024). Exploring a Language-Based Interest Assessment: Predicting Vocational Interests on Social Media Using Natural Language Processing. *Journal of Career Assessment*, 10690727241289125.

Thapa, S., Tay, L. and **Hou, D.** (2021). "Experience Sampling Methodology: Conceptual and Technological Advances for Understanding and Assessing Variability in Well-being Research", Harms, P.D., Perrewé, P.L. and Chang, C.-H.(D). (Ed.) *Examining and Exploring the Shifting Nature of Occupational Stress and Well-Being (Research in Occupational Stress and Well Being, Vol. 19)*, Emerald Publishing Limited, Bingley, pp. 137-154. <https://doi.org/10.1108/S1479-355520210000019007>

MANUSCRIPTS UNDER REVIEW

Hou, D. X., Kaizer, L., Schmeige S., Cooper, M., & Tay, L. (2nd R&R). Motivational Profiles of Vocational Interest Development. *Journal of Vocational Behavior*.

Hou, D. X., Tracy, M., Pitcher, B., Blackly, B., Miles, A., & Behrend, T. (R&R). From Virtual Sparks to Reality: How VR Exposure Influences Career Intentions. *Technology, Mind, and Behavior*.

Wiese, C. W., Scotney, V. S., **Hou, D. X.,** & Tay, L. Does Helping Help You? A Meta-Analytic Investigation of OCBs and SWB. *Applied Psychology*.

CONFERENCE PRESENTATIONS

Hou, D. X. (Chair) (2025). Innovations in AI Assessment of Individual Differences: Improving Validity and Equity [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Colorado, CO, United States.

Hou, D. X. (Co-Chair), Woo, S. E. (Co-Chair), Hofmans, J., Landers, R., Liff, J., Pitcher, B. D., Sun, T., Wille, B. (2025). Leadership 4.0: AI-powered Leadership Assessment and Development [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Palmeri, A., **Hou, D. X.,** Zhang F.Y., Tay, L., Woo, S.E. (2024, May 24). Cross-cultural Validation of the CAPTION Psychological Situation Taxonomy in Chinese and Chinese

contexts. [Poster]. 2024 Association for Psychological Science Annual Convention, San Francisco, CA, United States.

Speer, A., Liff, J., **Hou, D. X.**, Hickman, L., & Sun, T. J. (2024, April 18). Reducing Algorithmic Bias and Unfairness. [Symposium Presentation]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Hou, D. X., Tracy, M., Pitcher, B., Berend, T. (2024, April 18). *From Virtual Sparks to Reality: How VR Exposure Influences Career Intentions*. [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Nye, C., **Hou, D. X.**, Chu, C., & Einarsdottir S. (2023, March 9-11). *The Future of Interest Assessment: Advances in Measurement Approaches* [Symposium Presentation]. International Convention of Psychological Science, Brussels, Belgium.

Hou, D. X., Su, R., & Tay, L. (2023, Apr. 22). *Measuring Vocational Interests at The SETPOINT Dimensional Level*. [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

Scotney, V., S., **Hou, D. X.**, & Wiese, C. (2023, Apr. 21). *Does Helping Help You? A Meta-Analytic Investigation of OCBs and SWB*. [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

HONORS & AWARDS

Graduate Research Publication Award, 2025

Best Graduate Student Methodological Paper Award, 2025

Dr. William H. Hendrix Research Excellence Award, 2024

Compton Travel Award, 2023

Krannert Scholars Award (awarded for top 5% of the class), 2015

Beta Gamma Sigma, International Honor Society for Collegiate Schools of Business, 2015

Second place Society of Human Resource Management (SHRM) Case Competition, 2015

Krannert School of Management Scholarship Award, 2014

College of Health and Human Sciences Outstanding Senior Award, 2014

Graduated with Highest Distinction, 2014

All Semesters' Dean's List and Honor Student, 2010-2014

TEACHING EXPERIENCE

University of South Florida, Tampa, FL

08/2025–present

Instructor

Psychological Test and Measurement (CLP4433), Fall 2025

Purdue University, West Lafayette, IN

06/2021–05/2025

Instructor

Primary co-instructor for Introduction to I-O Psychology (PSYC 272), Spring 2024

- 216 students from mixed majors of studies and levels

- Evaluation Rating: 4.29/5.00

Sole instructor for Introduction to I-O Psychology (PSYC 272), Summer 2024

- 22 students from mixed majors of studies and levels
- Evaluation Rating: 4.61/5.00

Teaching Assistant

Science of Well-being (PSYC 123)

- Lower-level undergraduate course; 90-120 students
- Guest lectured on two topics: Scientific Conceptualizations of Well-being & Relationships and Productivity

Positive Work Psychology (PSYC 392)

- Upper-level undergraduate course; 36 students

OTHER PROFESSIONAL EXPERIENCE & SERVICES

Journal Reviewer

Journal of Vocational Behavior

Acta Psychologica

SIOP Conference Reviewer

Certificate of Foundations in College Teaching, Purdue College Teaching Development Program

Research/Ph.D. Associate

Workplace and Virtual Environments (WAVE) Lab, Dr. Tara Behrend

Purdue Susan Bulkeley Butler Center for Leadership Excellence, Dr. Sang Eun Woo

Purdue Center of Working Well, Dr. Allison Gabriel

Purdue Departmental Service

Psychology Mentorship Program for Undergraduate Students

Psychology Graduate Student Experience Survey Initiative Committee

Society of Industrial Organizational Psychology Service

SIOP International Affairs Committee

APPLIED EXPERIENCE

Cummins Inc. Indianapolis, IN

05/2015 – 08/2019

Senior HR Generalist, 06/2018 – 08/2019

Accountable for HR operations for 7 corporate client groups with 250+ employees through employee life cycle transactions (i.e., headcount planning, separation), employee relations, and ethics investigations. Partnered with business leaders to provide support and coaching on recruiting and selection, performance management, and leadership development.

- Coached managers, as needed, on average 2 per quarter, on performance improvement conversations with employees, resulting in constructive outcomes and receiving numerous feedback of being a valuable thought-partner in addressing performance issues
- Facilitated New Leader Assimilation process for a group of 9 members, resulted in timely prevention of morale declination and increased understanding of the new leader's style
- Consulted managers and employees on ADA, FMLA, and medical leave benefits and policies to ensure the right legal procedures while attending to business and employees' needs.

Talent Management Specialist, 03/2016 – 06/2018

Designed, optimized, and implemented talent management projects to build talent pipelines for 800+ technicians in 6 global regions (Europe, China, U.S., Canada, India, and Brazil), understand current skill levels by building a talent skill assessment tool with external

psychometrician consultants, develop and retain talents, and identify future talent needs in supporting the 82 Service positions globally.

- Project managed and deployed the Technician Assessment process to 800+ technicians in 6 global regions (Europe, China, U.S., Canada, India, and Brazil) within 8 months on budget (\$180k~), to help business understand current technician skill levels and development needs
- Built the foundation for Career Ladder and Competency Management tools by creating essential competencies and development activities for 82 Service position profiles
- Led the design and launch of an onboarding e-learning course on time and on budget (\$10k~) by managing the relationship with a vendor and engaging internal subject matter experts