

Stephanie J. Tepper
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EDUCATION

- Expected 2023 **Ph.D. in Social Psychology**
Cornell University, Ithaca, NY
- 2021 **M.A. in Social Psychology**
Cornell University, Ithaca, NY
- 2016 **B.A. in Psychology and Neuroscience, Highest Honors**
University of North Carolina at Chapel Hill, Chapel Hill, NC
Minors in French and Sexuality Studies

EMPLOYMENT AND RESEARCH EXPERIENCE

- 2018 – *Graduate Researcher*
Department of Psychology, Cornell University
- 2020 – *Consulting Researcher*
Opportunity@Work, Washington, D.C.
- 2017 – 2018 *Co-founder and Researcher*
CitizenBe, Inc., Durham, NC
- 2016 – 2018 *Full-time Research Associate*
Center for Advanced Hindsight, Duke University
- 2013 – 2016 *Research Assistant*
Positive Emotions and Psychophysiology Lab, UNC Chapel Hill
- 2015 *Research Assistant*
Duke Lemur Center, Duke University
- 2015 *Karen M. Gil Psychology Intern*
Innovation Research and Training, Durham, NC

FELLOWSHIPS, HONORS, AND AWARDS

- 2018 – 2023 NSF Graduate Research Fellowship
- 2021 Cornell Office of Inclusion and Student Engagement Exemplary Service Award
- 2021 Cornell University Gitner '66 and Family Annual Prize for Teaching Assistants
- 2021 Cornell Psychology Outstanding Leader in Diversity, Inclusion, & Advocacy Award
- 2019 Cornell Psychology Department Travel Award
- 2019 Cornell Graduate School Conference Travel Award
- 2017 SPSP Diversity Fund Undergraduate Registration Award
- 2012 – 2016 Dean's List, University of North Carolina at Chapel Hill
- 2015 Phi Beta Kappa Honor Society
- 2014 Psi Chi Honor Society

GRANTS AWARDED

- 2021 Society for Personality and Social Psychology Community Catalyst Grant
Here and Queer: SPSP Social for LGBTQ+ Students and Early Career Researchers (\$2,000; Role: Co-PI)
- 2019 Cornell University Center for the Study of Inequality Graduate Student Seed Grant
Increasing Support for Reparations: The Role of Framing, Stereotype Endorsement, and Structural Beliefs about Inequality (\$1,500; Role: Co-PI)

PUBLICATIONS

- Walker, J., **Tepper, S. J.**, & Gilovich, T. (2021). People are more tolerant of inequality when it is expressed in terms of individuals rather than groups at the top. *Proceedings of the National Academy of Sciences*, *118*(43), e2100430118.
- Tepper, S. J.**, & Lewis, N. A., Jr. (2021). When the going gets tough, how do we perceive the future? *Social Cognition*, *39*(4), 526–541.
- Rice, E. L., Adair, K. C., **Tepper, S. J.**, & Fredrickson, B. L. (2020). Perceived social integration predicts future physical activity through positive affect and spontaneous thoughts. *Emotion*, *20*(6), 1074–1083.

MANUSCRIPTS IN PROGRESS

- Phillips, L. T., **Tepper, S. J.**, Goya-Tocchetto, D., Davidai, S., Ordabayeva, N., Mirza, M. U., Szaszi, B., Day, M. V., Hauser, O. P., & Jachimowicz, J. M. (revision resubmitted). Inequality in people's minds.
- Jachimowicz, J. M., Davidai, S., Goya-Tocchetto, D., Szaszi, B., Day, M. V., **Tepper, S. J.**, Phillips, L. T., Mirza, M. U., Ordabayeva, N., & Hauser, O. P. (submitted). Inequality in researchers' minds: Four guiding questions for studying subjective perceptions of economic inequality.
- Tepper, S. J.**, Spruill, M. K., Premachandra, B., & Lewis, N. A., Jr. (in preparation). Surveys as conversations between makers and takers: A conversational framework for assessing and responding to community needs.
- Tepper, S. J.**, Beasley, M., Guzman Cruz, M., Clark, J., Axt, J., & Ariely, D. (in preparation). Saving under scarcity: Progress-monitoring promotes saving among people experiencing homelessness.

CONFERENCE PRESENTATIONS

* Presenter

- Walker, J., **Tepper, S. J.***, & Gilovich, T. (2021, October). *People are More Tolerant of Inequality When it is Expressed in Terms of Individuals Rather Than Groups at the Top*. Paper presented at the Association for Consumer Research Conference, Seattle, WA (held virtually).
- Tepper, S. J.***, Walker, J., & Gilovich, T. (2021, February). *Tolerance for inequality depends on who is at the "top."* Data blitz presented at the Society for Personality and Social Psychology Annual Convention's Judgment and Decision Making Preconference (held virtually).

- Tepper, S. J.***, King, R. A., & Krosch, A. R. (2020, February). *Acknowledging privilege undermines merit*. Poster presented at the Society for Personality and Social Psychology Annual Convention, New Orleans, LA.*
- Krosch, A. R., Spruill, M., & **Tepper, S. J.** (2020, February). *Barriers to reparations: How framing, stereotype endorsement, and beliefs about inequality undermine support for restorative justice*. Talk presented at the Society for Personality and Social Psychology Annual Convention, New Orleans, LA.
- King, R. A., **Tepper, S. J.**, & Krosch, A. R. (2020, February). *Acknowledging ability-based privilege eases subsequent acknowledgment of race-based privilege*. Poster presented at the Society for Personality and Social Psychology Annual Convention, New Orleans, LA.
- Tepper, S. J.*** (2019, November). *Zero-sum beliefs and responses to racial economic inequality*. Flash talk (preconference) and poster presented at the Society for Judgment and Decision-Making Annual Meeting, Montreal, QC.
- Hauser, D., Condon, D., **Tepper, S. J.***, & Choi, D. (2019, February). *Post-bac career exploration in social/personality psychology*. Professional development panel presented at the Society for Personality and Social Psychology Annual Convention, Portland, OR.
- Tepper, S. J.*** (2018, November). *Invoking busyness to nudge tax preparation choices*. Poster presented at the Society for Judgment and Decision-Making Annual Meeting, New Orleans, LA.
- Tepper, S. J.*** (2018, March). *The effects of progress-monitoring on goal attainment under scarcity*. Talk presented in a single-paper session at the Society for Personality and Social Psychology Annual Convention, Atlanta, GA.
- Tepper, S. J.***, Chan, P., Garcia, V., & Young, J. (2017, September). *Applying behavioral interventions to structural challenges*. Panel presented at the annual Opportunity Finance Network Conference, Washington, D.C.
- Tepper, S. J.*** & Kagan, A. (2017, September). *From debt to savings: Using the framework of loan payments to help low-income people build assets*. Talk presented at the annual Behavioral Science and Policy Association Conference, New York, NY.
- Vagell, R., Vagell, V., **Tepper, S. J.**, Avery, I. M., Jacobs, R. L., Gordon, J., & Baden, A. L. (2016, August). *Novel skill acquisition in ruffed lemurs (Varecia spp.): Preliminary data from SMARTA color vision study at Duke Lemur Center*. Poster presented at the joint conference of the International Primatological Society and the American Society of Primatologists, Chicago, IL.
- Tepper, S. J.*** (2016, April). *The effects of flow on social orientation within and beyond group boundaries*. Poster presented at the annual University of North Carolina at Chapel Hill Celebration of Undergraduate Research, Chapel Hill, NC.
- Tepper, S. J.***, Rice, E. L., Adair, K. C., & Fredrickson, B. L. (2015, June). *Friends with (health) benefits? The effect of sociality on engagement in health behaviors*. Poster presented at the International Positive Psychology Association's Fourth World Congress on Positive Psychology, Lake Buena Vista, FL.
- Adair, K. C., Barczak, N., **Tepper, S. J.*** & Fredrickson, B. L. (2015, March). *Present with you: The effects of mindfulness training on interpersonal attention and insight during a behavioral lab*

task. Poster presented at the annual University of North Carolina at Chapel Hill Academic Research Conference, Chapel Hill, NC.

INVITED TALKS

Tepper, S. J. (2017, September). *Behavioral interventions to improve financial well-being*. Talk presented at Behavioral Insights Team North America, Brooklyn, NY.

TEACHING EXPERIENCE

Teaching Assistant

2020 PSYCH 4750: Quantitative Methods I (Graduate-level Statistics), Cornell University
 2020 PSYCH 1101: Introduction to Psychology, Cornell University
 2020 PSYCH 3800: Social Cognition, Cornell University
 2020 PSYCH 3820: Prejudice and Stereotyping, Cornell University
 2019 PSYCH 2500: Statistics and Research Design, Cornell University

Guest Lecturer

2020 “The Psychology of Social Inequality” (Intro to Psychology, Cornell University)
 2020 “Experiencing High Status” (Prejudice and Stereotyping, Cornell University)

POPULAR PRESS ARTICLES

“We have a rare opportunity to create a stronger, more equitable society.” Shai Davidai, Martin Day, ... & Stephanie Tepper, *Behavioral Scientist*. June 1, 2020. [\[Link\]](#)

“Moving on up: How behavioral science could boost upward mobility in housing voucher programs.” Stephanie Tepper, Andrea Dinneen, Janie Oliphant, & Robert Batts, *Scientific American Observations*. July 20, 2018. [\[Link\]](#)

“Rethinking America’s college savings programs.” Stephanie Tepper & Mariel Beasley, *Stanford Social Innovation Review*. July 10, 2018. [\[Link\]](#)

“Using behavioral science to promote gender diversity in organizations.” Stephanie Tepper & Ingrid Paulin, *Center for Advanced Hindsight Blog*. March 8, 2018. [\[Link\]](#)

“College rankings hinder economic equality.” Stephanie Tepper, *Behavioral Scientist*. November 27, 2017. [\[Link\]](#)

“Give ‘em the slip: Using friction for savings.” Maura Farver, Stephanie Tepper, & Matt Trower, *Center for Advanced Hindsight Blog*. October 18, 2017. [\[Link\]](#)

“Helping families save for college.” Stephanie Tepper & Joseph Sherlock, *Center for Advanced Hindsight Blog*. September 25, 2017. [\[Link\]](#)

SERVICE

Departmental Service

2021 – Present *Committee Member*, Psychology Graduate Student Committee
 2018 – 2021 *Chair (2020-2021), Committee Member (2018-2020)*, Psychology Graduate Student Diversity Committee

- 2019 – Present *Committee Member (2019-Present), Mentor (2019-Present), Psychology Diversity Undergraduate Mentorship Program*
 2019 *Organizing Committee Member, Cornell Undergraduate Psychology Conference*

University Service

- 2019 – Present *Co-President (2019-Present), QGrads (Cornell's LGBTQ+ Graduate Student Association)*
 2019 – Present *Representative, Graduate and Professional Student Diversity Council*

Professional Service

- 2019 – 2020 *Panelist, Department of Human Development Grant Workshop, Cornell University*
 2020 *Panelist, Psychology Graduate School Q&A, UNC Chapel Hill*
 2020 *Panelist, Building Allyship: Helping First-Generation Scholars Uncover the Hidden Curriculum, Cornell University*

Reviewing

Ad hoc reviewer: *Journal of Experimental Social Psychology, Social Psychological and Personality Science, Journal of Economic Psychology*

PROFESSIONAL ACTIVITIES

Workshops Organized & Facilitated

- 2016 – 2018 “Introduction to behavioral science for financial well-being.”
 St. Louis Housing Authority, St. Louis, MO (2018, April)
 Pennsylvania Treasury, Harrisburg, PA (2018, March)
 Oregon State Treasury, Portland, OR (2018, February)
 United Way of Tucson and Southern Arizona, Tucson, AZ (2017, September)
 St. Louis Office of Financial Empowerment, St. Louis, MO (2017, March)
 Accion U.S., Dallas, TX (2017, March)
 Promise Indiana, Wabash, IN (2017, March)
 Local Initiatives Support Corporation, Houston, TX (2016, August); San Diego, CA (2016, October); Chicago, IL (2016, September); Detroit, MI (2017, March)
- 2017 “Sustaining political participation with behavioral science.”
 Impact Hub, Washington, D.C. (2017, May)

ASSOCIATION MEMBERSHIPS

- 2018 – Present Association for Psychological Science
 2018 – Present Society for Judgment and Decision-Making
 2017 – Present Society for Personality and Social Psychology
 2017 – 2019 Behavioral Science & Policy Association