

Greta M. Wostoupal

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EDUCATION

Seattle Pacific University, Seattle, WA

MA/PhD student in Industrial-Organizational Psychology program

Current GPA: 3.95/4.00

PhD Expected June 2028

MA Expected June 2026

Nebraska Wesleyan University, Lincoln, NE

Bachelor of Science in Psychology

Minor in Criminal Justice

GPA: 3.89/4.00

Graduated May 2024

RESEARCH EXPERIENCE

Lead Graduate Research Assistant

September 2024 - Present

Seattle Pacific University

Christian Middle Managers: Challenges & Resources

- Led the research efforts for a two-phase qualitative research study examining challenges experienced by Christian middle managers in their roles
- Recruited 22 participants, conducted and transcribed hour long one-on-one interviews, and organized and coded data for content and thematic analysis
- Delivered results in a written report and later presented to the larger research team
- Currently contributing to the development of conference presentations and publications
- Principal Investigators: Jeff McHenry, Ph.D. and Paul Yost, Ph.D.

Graduate Research Assistant

February 2025 - Present

Society for Industrial and Organizational Psychology (SIOP)

SIOP Strategic Taskforce

- Collaborating with a team of graduate research assistants on qualitative and quantitative projects supporting SIOP's 3-5 year strategic plan
- Developed a focus group protocol, recruited 41 participants across 13 sessions, facilitated 50-minute sessions, transcribed and coded data for thematic analysis
- Presented focus group findings to SIOP executive board alongside the research team
- Designed and launched a quantitative membership survey to collect additional member input; data collection is currently in progress
- Principal Investigators: Jeff McHenry, Ph.D. and Tammy Allen, Ph.D.

Principal Investigator

August 2023 - May 2024

Nebraska Wesleyan University

Senior Capstone: Job Boredom and Turnover Intention Among Full-Time and Part-Time Skilled Laborers

- Designed, conducted, and analyzed a quantitative study on job boredom and turnover intention among an underrepresented population
- Recruited 398 participants via Amazon Mechanical Turk and conducted statistical analyses in SPSS
- Advisor: Rachel Hayes, Ph.D.

TEACHING EXPERIENCE

Graduate Teaching Assistant

Seattle Pacific University

ORG 6105: Motivation

Scheduled for Spring 2026 Quarter

SCHOLARLY PRESENTATIONS

Wostoupal, G. M., McHenry, J. J., Yost, P. R., & Zion, N. M., (under review). *Operating by faith: Challenges prompting Christian middle managers to draw on faith*. Poster under review to be presented at the 41st annual meeting for Society for Industrial and Organizational Psychology, New Orleans, LA.

Wostoupal, G. M. (2024a, April). *Job Boredom and Turnover Intention Among Full-Time and Part-Time Skilled Laborers*. Poster presented at the 96th annual meeting of the Midwestern Psychological Association (MPA), Chicago, IL.

Wostoupal, G. M. (2024b, April). *Job Boredom and Turnover Intention Among Full-Time and Part-Time Skilled Laborers*. Poster presented at the University of Nebraska Wesleyan Student Research and Creative Endeavor Symposium, Lincoln, NE.

AWARDS AND HONORS

Nebraska Wesleyan University

Graduated with High Distinction, <i>Magna Cum Laude</i>	2024
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Psi Chi MPA Regional Travel Grant	2024
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Fleming Student-Faculty Collaborative Scholarship Grant	2024
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Women's Tennis CSC Academic All-District	2023
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Member, Psi Chi National Honor Society	2023
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Academic Honor's List	2022 - 2024
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APPLIED WORK

Organizational Development Consulting Project

April - June 2025

Seattle Pacific University

- Partnered on a consulting project for the Seattle Mariners' front-office staff to design a systems-level well-being strategy grounded in the PERMA+4 framework
- Presented findings and proposed interventions to our client in the Seattle Mariners' Culture & Engagement department

Leadership & Team Development Consulting Project

January - March 2025

Seattle Pacific University

- Conducted literature reviews for I/O psychology clients from Meta, Stripe, and Humanalysts to address current work-related challenges
- Delivered written reports and presented findings to clients, translating research language into business language

Starbucks Total Rewards System

June - August 2025

Seattle Pacific University

- Designed a comprehensive total rewards system for Starbucks Coffee Corporation
- Authored a 10-page report detailing compensation policy decisions with research-based rationale and a compensation model
- Developed and presented a slide deck pitching the system to professors with expertise in compensation strategy

Behavioral Finance Intern

June - August 2023

Orion Advisor Solutions, Omaha, NE

- Conducted literature reviews to inform my supervisors' initiatives (e.g., efficacy of adult financial literacy efforts, the effects of stress and work and health-related variables, and cultural comparisons of happiness, satiety, and satisfaction)
- Met with fellow interns and senior executives to learn about the different corporate departments shaping Orion's success
- Supervisor: Daniel Crosby, Ph.D.

CERTIFICATIONS

Protecting Human Research Participants (PHRP)

Issued November 2024

Online Training, Inc.

Credential ID 3002100

PROFESSIONAL AFFILIATIONS

Society for Industrial and Organizational Psychology, *Student Member*