

Harrison J. Kell

Curriculum Vitae

Department of Psychology & Human Development
Vanderbilt University
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230 Appleton Place
Nashville, TN 37203-5721

615.322.8831
harrison.j.kell@vanderbilt.edu

EDUCATION

2011 – Present: Postdoctoral Fellow, Vanderbilt University, Nashville, Tennessee
The Study of Mathematically Precocious Youth, Department of Psychology & Human
Development

2009 – 2011: Ph.D. Rice University, Houston, Texas
Major: Industrial/Organizational Psychology
Dissertation: *Predicting Technical and Professional Performance among Medical Students:
Personality Traits, Cognitive Ability, and the Mediating Role of Knowledge.*
Dissertation Committee: Stephan J. Motowidlo (chair), Margaret E. Beier, Frederick L. Oswald,
& D. Brent Smith

2006 – 2009: M.A. Rice University, Houston, Texas
Major: Industrial/Organizational Psychology
Thesis: *Approval Motivation and Situational Judgment Tests: The Role of Personality and
Implicit Trait Policies.*
Thesis Committee: Stephan J. Motowidlo (chair), Daniel J. Beal, & Margaret E. Beier

2001 – 2005: A.B. Vassar College, Poughkeepsie, New York
Major: Psychology

RESEARCH INTERESTS

- The longitudinal influence of individual differences (e.g., values, personality, intelligence) on major life outcomes
- Interplay of work and non-work variables across the lifespan
- Career success
- Human capital development and maintenance
- Personnel selection (focus on predicting interpersonal aspects of job performance)
- Medical professionalism
- Situational judgment tests

PROFESSIONAL AFFILIATIONS

Academy of Management (Human Resources and Organizational Behavior Divisions)

Association for Psychological Science

Society for Industrial and Organizational Psychology

REFEREED PUBLICATIONS

Crook, A. E., Beier, M. E., Cox, C., Kell, H. J., Rittmayer, A. D., & Motowidlo, S. J. (revise and resubmit). Measuring relationships between knowledge, personality, and performance using single-response situational judgment tests. *International Journal of Selection and Assessment*.

Kell, H. J., & Motowidlo, S. J. (in press). Deconstructing organizational commitment: Associations among its affective and cognitive components, their personality antecedents, and behavioral outcomes. *Journal of Applied Social Psychology*.

Trautner, B. W., Kelly, P. A., Petersen, N., Hysong, S., Kell, H. J., Liao, K. S., Patterson, J., & Naik, A. D. (2011). A hospital-site controlled intervention using audit and feedback to implement guidelines concerning inappropriate treatment of catheter-associated asymptomatic bacteriuria. *Implementation Science*, 41, 1-11.

Evans, R. W., Evans, R. E., & Kell, H. J. (2010). A survey of family doctors on the likeability of migraine and other common diseases and their prevalence of migraine. *Cephalgia*, 30, 620-623.

Kell, H. J., Rittmayer, A. D., Crook, A. E., & Motowidlo, S. J. (2010). Situational content moderates the association between the Big Five personality traits and behavioral effectiveness. *Human Performance*, 23, 213-228.

Motowidlo, S. J., Crook, A. E., Kell, H. J., & Naemi, B. (2009). Measuring procedural knowledge more simply with a single-response situational judgment test. *Journal of Business and Psychology*, 24, 281-288.

Hadley, W., Brown, L. K., Lescano, C. M., Kell, H. J., Spalding, K., DiClemente, R., Donenberg, G., & Project STYLE Study Group. (2008). Parent-adolescent sexual communication: Associations of condom use with condom discussions. *AIDS and Behavior*, 13, 997-1004.

BOOK CHAPTER

Motowidlo, S. J., & Kell, H. J. (in press). Job performance. To appear in N. W. Schmitt & S. Highhouse (Eds.), *Handbook of psychology: Industrial and organizational psychology* (2nd ed., Vol. 12). New York: Wiley.

TECHNICAL REPORT

Kell, H. J., & Papakonstantinou, A. (2007). *Assessing the effectiveness of the Rice University School Mathematics Project*. Austin, TX: Southwest Educational Development Laboratory.

PRESENTATIONS

Hofstein, R., Kell, H. J., Ghandour, L., Bachman, K., & Hebl, M. (2011, May). Exploring stereotypes of mental disorder behaviors in the workplace. Poster session presented at the annual Association for Psychological Science Conference, Washington, DC.

Crook, A. E., Beier, M. E., Cox, C. B., Kell, H. J., & Rittmayer, A. D. (2011, April). A single-response situational judgment test: Validity and relationships with personality. Poster session presented at the 26th Society for Industrial and Organizational Psychology Conference, Chicago, IL.

Kell, H. J., Martin, M. P., & Motowidlo, S. J. (2011, April). Medical students' knowledge about medical professionalism predicts their professional performance. Poster session presented at the 26th Society for Industrial and Organizational Psychology Conference, Chicago, IL.

Martin, M. P., Kell, H. J., & Motowidlo, S. J. (2011, April). The antecedents of procedural knowledge and skill. Poster session presented at the 26th Society for Industrial and Organizational Psychology Conference, Chicago, IL.

Kell, H. J., & Hebl, M. (2010, April). Doubly-damned: The effects of stereotypicality and race on blacks' social networks. Poster session presented at the 25th Society for Industrial and Organizational Psychology Conference, Atlanta, GA.

Crook, A. E., Kell, H. J., & Beier, M. E. (2009, May). Helping behavior among students: Who chooses to help and who receives help? Poster session presented at the annual Association for Psychological Science Conference, San Francisco, CA.

Ghandour, L., & Kell, H. J. (2009, May). Development of an empirically-derived measure of mental illness stereotypes in the workplace. Poster session presented at the annual Association for Psychological Science Conference, San Francisco, CA.

- Kell, H. J., & Motowidlo, S. J. (2009, May). How physicians can perform effectively when interacting with patients: The role of agreeableness and conscientiousness. Poster session presented at the annual Association for Psychological Science Conference, San Francisco, CA.
- Crook, A. E., Kell, H. J., Cox, C., & Beier, M. E. (2009, April). SJTs used as training content: Validation with a field sample. Poster session presented at the 24th Society for Industrial and Organizational Psychology Conference, New Orleans, LA.
- Kell, H. J., Ghandour, L., & Hebl, M. (2009, April). Conflicting judgments of interpersonal behaviors in intergroup difficulties. In E. B. King and S. Kaplan's (Co-Chairs), *Interpersonal perspectives on intergroup bias: When diverse individuals interact*. Symposium conducted at the 24th Society for Industrial and Organizational Psychology Conference, New Orleans, LA.
- Cox, C., Kell, H. J., & Beier, M. E. (2008, May). Predicting success in teaching math: The role of knowledge, pedagogy, and classroom environment. Poster session presented at the annual Association for Psychological Science Conference, Chicago, IL.
- Greene, K. K., Crook, A. E., & Kell, H. J. (2008, May). Are you sure about that? Inferring checking behavior using voting time deviations from Fitts' Law predictions. Poster session presented at the annual Association for Psychological Science Conference, Chicago, IL.
- Kell, H. J., Madera, J., & Hebl, M. (2008, May). The influence of organizational threats and boosts on attitudes toward diversity policies. Poster session presented at the annual Association for Psychological Science Conference, Chicago, IL.
- Kell, H. J., & Motowidlo, S. J. (2008, May). Examining personality predictors of organizational commitment among university students. Poster session presented at the annual Association for Psychological Science Conference, Chicago, IL.
- Crook, A. E., Kell, H. J., Naemi, B., & Motowidlo, S. J. (2008, April). Simplifying situational judgment test construction: Methodology and validation. Poster session presented at the 23rd Society for Industrial and Organizational Conference, San Francisco, CA.
- Kell, H. J., Rittmayer, A. D., Crook, A. E., & Motowidlo, S. J. (2008, April). Situational content moderates the association between personality and behavioral effectiveness. Poster session presented at the 23rd Society for Industrial and Organizational Conference, San Francisco, CA.
- Brown, L. K., Hadley, W., Lescano, C. L., Kell, H. J., Spalding, K., DiClemente, R., & Donenberg, G. (2007, November). Parent-adolescent sexual communication: Discussing condoms matters. Poster session presented at the annual American Public Health Association Annual Meeting & Exposition, Washington, D.C.

Hadley, W., Lescano, C. L., Houck, C., Brown, L.K., **Kell, H. J.**, DiClemente, R., & Donenberg, G. (2006, April). A family-systems approach to HIV prevention for youth with psychiatric disorders. Poster session presented at the annual Society of Pediatric Psychology National Conference on Child Health Psychology, Gainesville, FL.

Lescano, C.L., Hadley, W., Brown, L. K., **Kell, H. J.**, DiClemente, R., & Donenberg, G. (2006, April). Family-based HIV prevention for Latinos: Latino STYLE. Poster session presented at the annual Society of Pediatric Psychology National Conference on Child Health Psychology, Gainesville, FL.

RESEARCH EXPERIENCE

Research and Development Center of Excellence, Houston Veterans Affairs Health Services
(2010 – Present)
Senior Research Coordinator

Motowidlo Lab, Rice University (2007 – 2011)
Lab Coordinator & Research Staff Supervisor

Psychology Department, Rice University (2006 – 2011)
Graduate Researcher

Brown University/Rhode Island Hospital, Rhode Island (2005 – 2006)
Clinical Research Assistant

APPLIED EXPERIENCE

South Central Affiliate, American Heart Association (2010 – 2011)
Consultant

Department of Family Medicine, The University of Texas Medical School (2007 – 2011)
Consultant

Center for Student Professional Development, Rice University (2008 – 2009)
Assessment Specialist

The Children's Museum of Houston, Houston, Texas (2007 – 2008)
Consultant

School Mathematics Project, Rice University (2007 – 2008)
Assessment Consultant

TEACHING EXPERIENCE

Psychology Department, Rice University (2010 – 2011)
Graduate Teaching Assistant for Social Psychology

Jesse H. Jones Graduate School of Business, Rice University (2010)
Graduate Teaching Assistant for Organizational Behavior

Psychology Department, Rice University (2009)
Co-Instructor for Introduction to Social Psychology (Summer Term)

Psychology Department, Rice University (2009)
Graduate Teaching Assistant for Social Psychology

Psychology Department, Rice University (2008)
Graduate Teaching Assistant for Introduction to Industrial/Organizational Psychology

Psychology Department, Rice University (2007)
Graduate Teaching Assistant for Social Psychology

SERVICE

Industrial/Organizational Psychology Research Seminar, Rice University (2010 – 2011)
Co-Coordinator

Annual Conference, Society for Industrial and Organizational Psychology (2009 – 2011)
Conference Submission Reviewer

University Council, Rice University (2009 – 2011)
Member

Student Caucus, Association for Psychological Science (2008 – 2011)
Campus Representative

Graduate Student Association, Rice University (2007 – 2011)
Psychology Department & Social Sciences Representative

Student Caucus, Association for Psychological Science (2007 – 2011)
Research Award & Grant Reviewer

Undergraduate Research Symposium, Rice University (2007 – 2011)
Judge

AWARDS, HONORS, & GRANTS

- 2010 – 2011 *Lodieska Stockbridge Vaughn Fellowship*, Rice University
Given for a graduate record that “shows evidence of outstanding achievement and promise;” \$16,250 and full tuition waiver
- 2008 – 2011 *Travel Grant*, Rice University
Given for attendance of professional conferences; \$300 – \$800/year
- 2006 – 2010 *Graduate Fellowship*, Rice University
Given for pursuit of a doctorate in Psychology; \$15,000/year and full tuition waiver
- 2005 *Departmental Honors in Psychology*, Vassar College
Given for a GPA above 3.5 in Psychology, superior performance in senior seminars, and contribution to the department
- 2005 *General Honors*, Vassar College
Given for a GPA in the top 20% of the graduating class (Vassar does not award Greek honors)
- 2005 *Phi Beta Kappa, Mu Chapter*, Vassar College
Given for outstanding academic performance and diversity of coursework
- 2004 *Ford Scholarship*, Vassar College
Given for superior academic performance and involvement in research; \$3,000 and summer research assistantship
- 2004 *Psi Chi*, Vassar College
National Honor Society in Psychology
- 2002 – 2005 *Elizabeth Wylie Webster Scholarship*, Vassar College
Given for superior academic performance and financial need; \$8,000/year
- 2002 – 2005 *Hager Scholarship*, Vassar College
Given for outstanding academic performance, diversity of coursework, and involvement in the campus community; eliminates all student loans for junior and senior years; \$16,000

References Provided Upon Request