

May 2013

Harrison J. Kell

Curriculum Vitae

Department of Psychology and Human Development
Vanderbilt University
0552 GPC
230 Appleton Place
Nashville, TN 37203-5721

615.322.8831 (office)
401.741.0788 (cell)
harrison.kell@vanderbilt.edu

EDUCATION

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

2009 – 2011: Ph.D., Rice University, Houston, Texas
Major: Industrial/Organizational Psychology
Advisor: Stephan J. Motowidlo

2006 – 2009: M.A., Rice University, Houston, Texas
Major: Industrial/Organizational Psychology
Advisor: Stephan J. Motowidlo

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

PEER-REVIEWED PUBLICATIONS

Kell, H. J., Motowidlo, S. J., Martin, M. P., Stotts, A. L., & Moreno, C. A. (revise & resubmit).
Testing for independent effects of prosocial knowledge and technical knowledge on skill
and performance.

Kell, H. J., & Lubinski, D. (in press). Spatial ability: A neglected personal attribute in
educational and occupational settings. *Roeper Review*. [Special Issue: Spatial Ability, Guest
Edited by M. Layne Kalbfleisch.]

Kell, H. J., Lubinski, D., Benbow, C. P., & Steiger, J. H. (2013). Creativity and technical
innovation: Spatial ability's unique role. *Psychological Science*, 24, xx-xx.

Kell, H. J., Lubinski, D., & Benbow, C. P. (2013). Who rises to the top? Early indicators.
Psychological Science, 24, 648-659.

- Hebl, M. R., Williams, M. J., Sundermann, J. M., Kell, H. J., & Davies, P. G. (2012). Selectively friending: Racial stereotypicality and social rejection. *Journal of Experimental Social Psychology*, 48, 1329-1335.
- Kell, H. J., & Motowidlo, S. J. (2012). Deconstructing organizational commitment: Associations among its affective and cognitive components, their personality antecedents, and behavioral outcomes. *Journal of Applied Social Psychology*, 42, 213-251.
- Crook, A. E., Beier, M. E., Cox, C. B., Kell, H. J., Hanks, A. R., & Motowidlo, S. J. (2011). Measuring relationships between personality, knowledge, and performance using single-response situational judgment tests. *International Journal of Selection and Assessment*, 19, 363-373.
- 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.

CHAPTERS

- Kell, H. J., Lubinski, D., & Benbow, C. P. (in preparation). Study of mathematically precocious youth at maturity. In D. K. Simonton (Ed.), *The Wiley-Blackwell handbook of genius*. New York: Wiley. [invited contribution, due July 30th, 2013]
- Kell, H. J., & Lubinski, D. (in press). Intellectual abilities for counseling interventions, practice, and theory: Dismissing their significance for learning and work constitutes malpractice. In P. J. Hartung, M. L. Savickas, & W. B. Walsh (Eds.), *APA handbook of career intervention*. Washington, D.C.: American Psychological Association.

Motowidlo, S. J., & Kell, H. J. (2012). Job performance. In N. Schmitt & S. Highhouse (Eds.), *Handbook of psychology, vol. 12: Industrial and organizational psychology* (2nd ed., pp. 82-103). New York: Wiley.

PRESENTATIONS

Kell, H. J., Lubinski, D., & Benbow, C. P. (2012, December). Spatial ability: Its unique role in scientific and technical innovation. Paper presented at the annual International Society for Intelligence Research Conference, San Antonio, TX.

Kell, H. J., Lubinski, D., & Benbow, C. P. (2012, October). Spatial ability: Its unique contribution to creativity and technical innovation. Paper presented at the Society of Multivariate Experimental Psychology Conference, Vancouver, British Columbia, Canada.

Martin, M. P., Kell, H. J., Yu, A., & Motowidlo, S. J. (2012, April). Faking good on single-response situational judgment tests and personality measures: An examination of alternative scoring procedures. In B. Naemi and R. D. Roberts' (Co-Chairs), *Alternative scoring approaches for situational judgment tests*. Symposium conducted at the 27th Society for Industrial and Organizational Psychology Conference, San Diego, CA.

Kell, H. J., Lubinski, D., & Benbow, C. P. (2011, December). Identifying and tracking the development of exceptional human capital requires exceptional measures: Educational, occupational, and creative accomplishments of the profoundly gifted over three decades. Paper presented at the annual International Society for Intelligence Research Conference, Limassol, Cyprus.

Kell, H. J., Lubinski, D., & Benbow, C. P. (2011, October). Identifying and tracking the development of exceptional human capital requires exceptional measures: Educational, occupational, and creative accomplishments of the profoundly gifted over three decades. Paper presented at the Society of Multivariate Experimental Psychology Conference, Norman, OK.

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, D.C.

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.
- 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.

TEACHING

Instructor

Psychometric Methods (undergraduate), Vanderbilt University (Spring, 2013)

Guest Lecturer

Psychometric Methods (undergraduate), Vanderbilt University (Fall, 2011; Spring, 2012)

Psychometric Methods (graduate), Vanderbilt University (Fall, 2011)

Co-Instructor

Introduction to Social Psychology, Rice University (Summer, 2009)

Teaching Assistant

Introduction to Social Psychology, Rice University (2007; 2009; 2010 – 2011)

Introduction to Industrial/Organizational Psychology, Rice University (2008)

CONSULTING

Research and Development Center of Excellence, Houston Veterans Affairs Health Services, Houston, Texas (2010 – 2011)

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

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

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

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

School Mathematics Project, Rice University (2007 – 2008)

SERVICE

Ad hoc Reviewer, *Journal of Educational Psychology*, *Roeper Review* (2012 – present)

Member, Undergraduate Honors Thesis Defense Committee, Vanderbilt University (2012)

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

Admissions Interviewer, Rice Education Entrepreneurship Program, Rice University (2010)

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

Member, University Council, Rice University (2009 – 2011)

Panelist, The Naked Truth: Getting Into Graduate School, Student Caucus, Association for Psychological Science (2009)

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

Department Representative, Graduate Student Association, Rice University (2007 – 2011)

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

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

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 – 2010 *Travel Grant*, Rice University
Given for attendance of professional conferences; \$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

PROFESSIONAL AFFILIATIONS

Association for Psychological Science

International Society for Intelligence Research

Society for Industrial and Organizational Psychology

REFERENCES

Margaret E. Beier
Associate Professor, Psychology
Rice University
beier@rice.edu
713.348.3920

Camilla P. Benbow
Patricia and Rodes Hart Dean,
Education & Human Development
Peabody College
Vanderbilt University
camilla.benbow@vanderbilt.edu
615.322.8407

David Lubinski
Professor, Psychology &
Human Development
Vanderbilt University
david.lubinski@vanderbilt.edu
615.343.1195

Stephan J. Motowidlo
Herbert S. Autrey Professor, Psychology
Rice University
motowidlo@rice.edu
713.348.3918