

# Amy E. Crook

Rice University, 6100 Main Street, MS-25, Houston, TX 77005  
crook@rice.edu, 713-208-8984

## Curriculum Vitae

---

### EDUCATION

#### Rice University

Ph.D. in Industrial/Organizational Psychology Expected May 2012  
Dissertation: *Training soft skills: The added value of modeled behaviors and role of personality*  
Committee: Margaret Beier (Chair), Stephan Motowidlo, Anton Villado, & D. Brent Smith

M.A. in Industrial/Organizational Psychology May 2008  
Thesis: *Training in dyads: Cost-effective or costly for performance?*

#### Duke University

A.B. in Psychology, Minor in Religion May 2006  
Summa Cum Laude

### PUBLICATIONS

Motowidlo, S. J., Martin, M. M., & Crook, A. E. (in press). Relations between personality, knowledge, and behavior in service encounters. *Journal of Applied Social Psychology*.

Crook, A. E., Beier, M. E., Cox, C. B., Kell, H. K., 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.

\*Crook, A. E., & Beier, M. E. (2010). When training with a partner is inferior to training alone: The importance of dyad type and interaction quality. *Journal of Experimental Psychology: Applied, 16*, 335-348.

\*Awarded the 2011 New Investigator Award by the American Psychological Association on the basis of this manuscript

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.

Beier, M. E., Campbell, M., & Crook, A. E. (2010). Developing and demonstrating knowledge: Ability and non-ability determinants of learning and performance. *Intelligence, 38*, 179-186.

- Klisch, Y., Miller, L. M., & **Crook, A. E.** (2009). Science and technology integration: Using web adventures to teach middle school students about alcohol abuse and alcoholism. In I. Gibson et al. (Eds.), *Proceedings of Society for Information Technology & Teacher Education International Conference 2009* (pp. 3666-3673). Chesapeake, VA: AACE.
- 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.
- Crook, A. E.**, & Beier, M. E. (2008). Two heads are not always better than one: Defining parameters for collaboration in training. *Industrial and Organizational Psychology*, *1*, 483-485.
- Miller, L. M., & **Crook, A. E.** (2008). Using embedded flash interactives to teach science: Does narrative assist in recall of content? In C. Montgomerie & J. Seale (Eds.), *Proceedings of World Conference on Educational Multimedia, Hypermedia and Telecommunications 2008* (pp. 4740-4745). Chesapeake, VA: AACE.
- Crook, A. E.**, Miller, L. M., & Beier, M. E. (2007). Guided vs. exploratory paths: Who chooses which path and why? In G. Richards (Ed.), *Proceedings of World Conference on E-Learning in Corporate, Government, Healthcare, and Higher Education 2007* (pp. 2432-2439). Chesapeake, VA: AACE.

## MANUSCRIPTS IN PROGRESS

- Gorman, B. K., Bratter, J., Schilt, K., & **Crook, A. E.** (submitted). Do happy graduate students = future academics? The role of mentorship in the academic career gender gap. *American Sociological Review*.
- Crook, A. E.**, Beier, M. E., Kell, H. J., & Cox, C. B. (in prep). Using situational judgment tests as training content: Development and validation with a field sample. *Human Resource Development Quarterly*.

## GRANT ACTIVITY

- SHRM Foundation Dissertation Grant, 2011 (funded, \$5,000)  
*Training soft skills: The added value of modeled behavior and role of personality*
- Social Sciences Research Institute, Dissertation Improvement Grant, 2011 (funded, \$5,000)  
*Training soft skills for interviews: The role of personality and training design*
- Duke University Undergraduate Research Grant, 2006 (funded, \$500)  
*Comparing the impact of teacher errors, student errors, and self-generated errors*
- Duke University Undergraduate Research Grant, 2005 (funded, \$500)  
*Does the source of an error matter? Correcting teacher errors versus self-generated errors*

## HONORS AND AWARDS

APA New Investigator Award in Experimental Psychology: Applied, 2011

*Awarded to the best published paper in the Journal of Experimental Psychology: Applied with a lead author who has received their PhD in the last 3 years*

Lodieska Stockbridge Vaughn Fellowship, 2011 – 2012

*Awarded to 5 graduate students across all departments at Rice University for exceptional scholarship; \$16,250 and full tuition waiver*

Education Pioneers Fellowship, 2011

*Selected among business, law, policy, and education graduate students to serve as a consultant for public education organizations*

Kenneth Laughery Award, 2008

*Awarded for the best Master's thesis in Psychology at Rice University*

Rice University Graduate Fellowship, 2006 – 2010

*\$15,000 and full tuition waiver awarded for four years in pursuit of the PhD*

National Dean's List 2006, 2007

*National recognition for high academic achievement*

Duke University Graduation with Distinction in Psychology, 2006

*Award given for successful completion of senior honors thesis*

Phi Beta Kappa, inducted Fall 2005

*National honor society*

Psi Chi, inducted Spring 2004

*National Psychology honor society*

Phi Eta Sigma, inducted Fall 2002

*National freshman honor society*

Coca-Cola Scholar, 2002 – 2006

*\$1,000 for 4 years; awarded one of 200 nationwide scholarships for academic achievement and commitment to community service*

Robert C. Byrd Scholarship, 2002 – 2006

*\$1,500 for 4 years awarded to Texas residents for academic achievement*

Mary Gibbs Jones Scholarship, 2002 – 2006

*\$3,000 for 4 years awarded to Harris County high school seniors for academic achievement, community service, leadership, and financial need*

## PROFESSIONAL EXPERIENCE

Harris County Department of Education, 2011

*Consultant*

Conduct extensive needs analysis for all divisions of the organization; provide strategic planning within divisions; interview superintendents and directors of departments to develop assessment plans; build surveys; determine appropriate targets in the community; evaluate alternative service providers to hone marketing materials and allocation of resources within the organization

Healix, 2009

*Training Consultant*

Conducted needs assessment for parenteral nutrition training; designed computer-based training module appropriate for nurses and patients, creating the storyboard outline for programmers

Children's Museum of Houston, 2007 - 2008

*Consultant*

Conducted job analysis for discovery guide position, resulting in newly created job description and recruitment materials; designed and validated new selection assessments; created performance appraisal forms; developed and validated a new training program to efficiently train customer service skills, customer service ratings improved by 10%

Center for Technology in Teaching and Learning, Rice University, 2007 - 2009

*Training Consultant and Evaluator*

Consulted on development of online learning modules; designed and lead research projects investigating the effectiveness of online modules for adults and middle-school students

## CONFERENCE PRESENTATIONS

**Crook, A. E., & Motowidlo, S. J.** (2012, April). *Single-response SJTs: Scoring approaches and relationships with personality*. Paper to be presented at the 27<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology in San Diego, CA.

Beier, M. E., Wang, S., Hanks, A. R., & **Crook, A. E.** (2011, April). *Designing training for different types of learners: Age matters*. Paper presented at the 26<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology in Chicago, IL.

**Crook, A. E.,** Beier, M. E., Cox, C. B., Kell, H. J., & Hanks, A. R. (2011, April). *A single-response situational judgment test: Validity and relationships with personality*. Interactive poster presented at the 26<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology in Chicago, IL.

Gorman, B. K., Bratter, J., Schlit, K., & **Crook, A. E.** (2010, August). *Do happy graduate students = Future academics? The role of mentorship in the STEM-gender gap*. Paper presented at the 105<sup>th</sup> annual meeting of the American Sociological Association in Atlanta, GA.

- Crook, A. E.,** Kell, H. J., & Beier, M. E. (2009, May). *Student helping behavior: Who chooses to help and who receives help?* Poster presented at the 21<sup>st</sup> annual Association for Psychological Science convention in 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 presented at the 24th annual Society of Industrial/Organizational Psychology conference in New Orleans.
- Beier, M. E., Campbell, M., & **Crook, A. E.** (2008, December). *Ability and non-ability determinants of knowledge structure development.* Paper presented at the ninth annual conference of the International Society for Intelligence Research, Atlanta, GA.
- Miller, L. M., & **Crook, A. E.** (2008, July). *Using embedded flash interactives to teach science: Does narrative assist in recall of content?* Paper presented at the World Conference on Educational Multimedia Hypermedia and Telecommunications in Vienna, Austria.
- Crook, A. E.,** & Beier, M. E. (2008, May). *Learner control over path structure in e-learning environments: Learning and attitudinal outcomes.* Poster presented at the 20<sup>th</sup> annual Association for Psychological Science convention in 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 presented at the 20<sup>th</sup> annual Association for Psychological Science convention in Chicago, IL.
- Crook, A. E.,** Kell, H. J., Naemi, B., & Motowidlo, S. J. (2008, April). *Simplifying situational judgment test construction: Methodology and validation.* Poster presented at the 23<sup>rd</sup> annual Society of Industrial/Organizational Psychology conference in San Francisco, CA.
- Kell, H. J., Rittmayer, A., **Crook, A. E.,** & Motowidlo, S. J. (2008, April). *Situational content moderates the association between personality and behavioral effectiveness.* Poster presented at the 23<sup>rd</sup> annual Society of Industrial/Organizational Psychology conference in San Francisco, CA.
- Crook, A. E.** (2007, October). *Guided versus exploratory paths: Who chooses which path and why?* Paper presented at the World Conference on E-Learning in Corporate, Government, Healthcare, and Higher Education in Quebec, Canada.
- Crook, A. E.,** & Beier, M. E. (2007, May). *Training in pairs: Cost-effective or costly for later performance?* Poster presented at the 19<sup>th</sup> annual Association for Psychological Science Convention in Washington D.C.
- Crook, A. E.** (2007, April). *Training in pairs: Cost-effective or costly for later performance?* Paper presented at the Houston Symposium for Research in Education in Houston, TX.

**Kim, A. E.,** Fazio, L. K., & Marsh, E. J. (2006, May). *Teacher-instructed errors persist longer than self-generated errors*. Poster presented at the 18<sup>th</sup> annual Association for Psychological Science Convention in New York City, NY.

## TEACHING EXPERIENCE

### Instructor

Industrial & Organizational Psychology, Rice University, Summer 2009 (Overall Rating: 4.8/5),  
Summer 2010 (Overall Rating: 4.5/5)

Introduction to Statistics Laboratory, Rice University, Spring 2009 (Ratings not collected)

Research Methods, Rice University, Fall 2008 (Overall Rating: 4.2/5)

### Teaching Assistant

Social Psychology, Rice University, Spring 2011

Research Methods, Rice University, Spring 2010

Introduction to Statistics, Rice University, Spring 2009

Industrial & Organizational Psychology, Rice University, Spring 2007, Spring 2008

## PROFESSIONAL SOCIETIES AND SERVICE

Society for Industrial/Organizational Psychology (2006 – present)

Reviewer for Annual Conference, 2012

Academy of Management (2011 – present)

Reviewer for Annual Meeting, 2012

Association of Psychological Science (2005 – present)

Executive Board of the Student Caucus, Membership & Volunteers Officer, 2008 - 2009

Graduate Mentor for undergraduates, 2007 - present

Online Funding Database Committee, 2007 - 2008

Reviewer for Student Research Award, 2007

Reviewer for Student Grant Competition, 2006, 2007

Campus Representative for Rice University, 2006 - 2008

American Psychological Association (2011 – present)

Journal of Experimental Psychology: Applied (2009 – present)

Student Reviewer

Service at Rice University

I/O Psychology Research Seminar Coordinator, 2011 – 2012

University Scholars Program: Graduate School panel member, 2010

Office of International Students & Scholars: Continuing Orientation panel member, 2010

Rice University Athletics Committee: Graduate Representative, 2008 - 2009

Rice Undergraduate Research Symposium: Judge, 2007 - 2009

RUPD Police Officer Selection Committee, 2008

**ADDITIONAL TALKS**

- Crook, A. E.** (2011, November). *Interviewing for academia in 2011*. Guest lecture given in Professional Issues.
- Crook, A. E.** (2010, February). *Analyzing data with inferential statistics*. Guest lecture given in Research Methods in Psychology.
- Crook, A. E.** (2008, December). *Dyad training*. Kenneth Laughery Award talk at Rice University.
- Crook, A. E.** (2008, February). *E-Learning and Web 2.0*. Guest lecture given in Introduction to Industrial/Organizational Psychology.
- Crook, A. E.** (2008, January). *Situational judgment tests*. Guest lecture given in Introduction to Industrial/Organizational Psychology.
- Crook, A. E.** (2007, October). *Guided versus exploratory paths: Who Chooses Which Path and Why?* Paper presentation given at the Industrial/Organizational Research Seminar at Rice University.
- Crook, A. E.** (2007, March). *Training in pairs: Cost-effective or costly for later performance?* Paper presentation given at the Industrial/Organizational Research Seminar at Rice University.
- Crook, A. E.** (2007, February). *E-Learning and other new directions in training*. Guest lecture given in Introduction to Industrial/Organizational Psychology.

**REFERENCES**

Margaret E. Beier, Ph.D., Associate Professor of Psychology, Rice University  
6100 Main St, MS – 25  
Houston, TX 77005  
713-348-3920  
beier@rice.edu

Stephan J. Motowidlo, Ph.D., Herbert S. Autrey Professor of Psychology, Rice University  
6100 Main St, MS – 25  
Houston, TX 77005  
713-348-3918  
motowidlo@rice.edu

Anton J. Villado, Ph.D., Assistant Professor of Psychology, Rice University  
6100 Main St, MS – 25  
Houston, TX 77005  
713-348-3910  
antonvillado@rice.edu

D. Brent Smith, Ph.D., Dean of Executive Education, Associate Professor of Management and Psychology, Rice University  
6100 Main St, MS – 531  
Houston, TX 77005  
713-348-4323  
smithb@rice.edu