

Dr. Kirsten E. Westmoreland

Curriculum Vitae - Complete

CONTACT

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WORK EXPERIENCE

Lecturer in Psychological Science – *Rice University* 07/2023 – present
Department of Social Sciences
Houston, Texas, USA

Postdoctoral Research Fellow – *Rice University* 08/2021 – 08/2023
The Doerr Institute for New Leaders
Houston, Texas, USA

EDUCATION

PhD in Psychological Sciences – *University of Bristol* 09/2017 – 03/2021
School of Psychological Science, Faculty of Life Sciences
Bristol, United Kingdom
Viva Voce: March 12, 2021

Bachelor of Science, Psychology – *Washington State University* 08/2014 – 05/2017
Department of Psychology, College of Arts and Sciences
Pullman, Washington, USA

Second Major Qualification in Spanish Language – *Washington State University* 08/2014 – 05/2017
Department of Foreign Languages
Pullman, Washington, USA

POST-DOCTORAL RESEARCH

The Doerr Institute for New Leaders – *Rice University* 08/2021 - Present
Postdoctoral Research Fellow

- Developing measurement systems for the analysis of novel leader development programs in a higher education setting.

- Validating original methods for measuring leader identity and aspirational self-clarity.
- Forensic accounting associated with managing organizational ROI's associated with operating a large-scale leader development institute.
- Course development and international delivery of workshops targeted at educating others' on how to assess efficacy of student-focused developmental programs.
- Manuscript preparation, consulting, workshop and lecture delivery at high-impact conferences, data processing and analysis, survey and measurement development.

POSTGRADUATE RESEARCH *University of Bristol*

Understanding the Role of Context in Social Emotion Perception

- Understanding the habitual integration of social context during the observation and emotion perception of targets presented in two-person dyads.
- Determining the differential influence of social versus non-social and/or ambiguous contexts for the perception of basic versus complex social emotions.
- Developing and testing a novel social emotion perception task for use in individual differences research.
- Full data collection, data processing and analyses for a pilot study, three experimental studies and two correlational studies.

EXTERNAL RESEARCH COLLABORATIONS *European Association of Social Psychology*

Understanding the Role of Group-Based Emotions in Response to Marginalized Populations

European Association of Social Psychology

- Determining the role of emotional expressions on the emotional and prosocial responses by perceivers towards homeless populations.
- Development of novel stimuli depicting emotionally expressive homeless people.
- TBD: one pilot study and two experimental studies.
- *Funded By:* The European Association of Social Psychology (EASP) Summer School Seedcorn Grant

Measurement and Validation of a New Coachability Assessment

MD Anderson Cancer Center

- Develop scales for the assessment of individuals; susceptibility to coaching (i.e. coachability) across diverse settings (e.g., higher education, medical settings).
- Define the construct of coachability in line with recent leadership and development research.
- Validate new metrics and design novel survey items for construct assessment.

UNDERGRADUATE RESEARCH *Washington State University*

Attention, Perception, & Performance Lab

09/2016 - 05/2017

- Data collection, data entry, and preliminary data analysis.
- Regular presentation and discussion of relevant academic articles.
- General lab management and organisation.

Youth Personality and Behaviors Lab

09/2016 - 10/2017

- Data collection and analysis.

- Qualitative response data for studies on social media behaviour.
- Editing assistance and co-authorship of presentations and ethics materials.

PUBLICATIONS

Westmoreland, K. E. & Brown, R. P. (2022) Validation of a new short-form assessment of leader identity. *In preparation.*

Quadflieg, S., **Westmoreland, K.** (2019) Making sense of other people's encounters: Towards an integrative model of relational impression formation. *Journal of Nonverbal Behavior*, 43, 233 – 256. DOI: 10.1007/s10919-019-00295-1

Westmoreland, K. E., Gilchrist, I. D., & Quadflieg, S. (2021). Witnessing meaningful interpersonal encounters unlocks the perception of social emotions. *Under review.*

Haan, E., **Westmoreland, K. E.**, Schellhas, L., Sallis, H., Taylor, G., Zuccolo, L., & Munafò, M. (2021). Associations between alcohol, tobacco and caffeine consumption in pregnancy and externalising disorders in offspring: A systematic review and meta-analysis. *Addiction.*

Suddell, S., **Westmoreland, K. E.**, Quadflieg, S., & Penton-Voak, I. (2021). Investigating Biases in the Interpretation of Third-Party Encounters: Evidence for an Association with Levels of Generalized Anxiety. *In preparation.*

PROFESSIONAL MEMBERSHIPS

International Leadership Association	01/2022 – Present
Association for Leadership Educators	01/2022 – Present
Society for Personality and Social Psychology	11/2021 – Present
American Psychological Association (APA)	04/2020 – Present
Association for Psychological Science Student Caucus (APSSC)	05/2019 – Present
Association for Psychological Science (APS)	11/2018 – Present
European Association of Social Psychology (EASP)	10/2018 – Present

SHORT AND ONLINE COURSES

Black History WikiScholars <i>Wiki Education</i>	02/2021 – 03/2021
Activism, Allyship, and Antiracism <i>IGC Master Class</i>	06/2020
Schizophrenia <i>Wesleyan University</i>	06/2020
COVID-19 Contact Tracing <i>Johns Hopkins University</i>	05/2020
Introduction to Leadership in Academia <i>University of Bristol</i>	10/2019
The Science of Well-Being <i>Yale University</i>	10/2019
Improving Statistical Inferences <i>Eindhoven University of Technology</i>	08/2018 – 09/2018

CONTINUING EDUCATION CREDITS

<i>Course</i>	<i>Date</i>	<i>Credits</i>
Improving the APA Ethics Code: Working with and Within Communities of Color	06/2021	1
New Directions in Ethics: Training and Practice in the Era of COVID-19	06/2021	1
The Ethics Committee Presents: Hot Topics in Ethics	06/2021	1
The Science of Racism	06/2021	1
The Psychology of Being a Leader in a Time of Crisis	06/2021	1
The Psychological Toll of COVID-19	06/2021	1
Validity Methods, Estimates, and Test Interpretation: Guides to Ethical Test Interpretation Practices	08/2021	2.5
Best Practices in Open Science Data Analysis: Ethics, Visualization, and Estimates	08/2021	2.5
Women in Leadership: Amplifying the Voices of Women of Color and Surviving a Pandemic	11/2021	2
	Total:	13

CE Certificates available upon request

SUMMER SCHOOLS

European Association of Social Psychology 2020 Summer School	08/2020 – 09/2020
Initiation of and engagement in a long-term international research collaboration	
Attendance at seminars and workshops on social psychology and statistics	
The Aegina Summer School on Norms and Biases in Social Cognition 2019	07/2019
Presentation of PhD research through both a blitz talk and poster presentation	
Attendance at workshops, student presentations, seminars, statistics trainings, and networking events	
<i>Aegina, Greece</i>	

RESEARCH PRESENTATIONS

“The Role of Emotional Expression in Reactions to Marginalized Groups”	
The European Association of Social Psychology Summer School 2020	
Virtual PowerPoint Presentation	09/2020
“The Social Emotion Evaluation Task (SEET): Developing a new measure of social emotion perception”	
University of Bristol Postgraduate Research Conference	
Virtual PowerPoint Presentation	06/2020
“The Influence of Social Context on the Attribution of Secondary Emotions”	
The Aegina Summer School on Norms and Biases in Social Cognition	
Blitz Talk and Poster Presentation	
Aegina, Greece	07/2019
“Meaningful Social Context Increases Secondary Emotion Attribution”	
31 st Association for Psychological Science Annual Convention	
Poster Presentation	
Washington D. C., U.S.A.	05/2019

"Understanding the Nature and Consequences of Socio-Cognitive Deficits in Schizophrenia"

University of Bristol Postgraduate Research Conference
PowerPoint Presentation
University of Bristol, Bristol, UK

06/2018

WORKSHOP PRESENTATIONS & FACILITATION

"Bringing Measurement into the Assessment of Leadership Education and Development Programs"

The 12th Developing Leadership Capacity Conference
Practical Workshop
Bristol, England, United Kingdom (Virtual)

07/2022

"Effective Assessment and Measurement Practices when Diagnosing Development in Leader and Leadership Identity"

Association for Leadership Educators Annual Conference
Research Jam Session Workshop
Kansas City, Missouri, USA

06/2022

"Bringing Measurement into the Assessment of Leadership Education and Development Programs"

International Leadership Association Women and Leadership Conference 2022
Workshop Presentation
Portsmouth, England, United Kingdom

06/2022

GRANT FUNDING AND AWARDS

Early Career Leadership & Service Award *Association for Leadership Educators*
Nominated for outstanding contributions to the field of leadership education and development through rigorous development of measurement best practices.
Award Amount: \$500.00

06/2022
Nominee

Seedcorn Grant *European Association of Psychological Science*
Awarded to support research conducted as part of an international collaboration studying perceptions of marginalized populations.
Award amount: £1032.00

12/2020

APS Travel Grant *Association for Psychological Science*
Awarded to support travel and other costs associated with presenting at the 2019 Association for Psychological Science General Meeting
Award Amount: \$200.00

05/2019

Alumni Travel Grant *University of Bristol Alumni Association*
Awarded to support travel and other costs associated with presenting at the 2019 Association for Psychological Science General Meeting
Award Amount: £550.00

05/2019

PEER REVIEW EXPERIENCE

Social Personality Undergraduate Research (SPUR) Program Assessed undergraduate students' applications and research proposals for fit with the Society for Personality and Social Psychology SPUR Program.	11/2022
Doerr Institute Stipend Applications Assessed applications for stipend funding from the Doerr Institute for New Leaders at Rice University.	04/2022
APS Student Grant Competition Followed criteria to judge grant proposals by undergraduate and researchers through the Association for Psychological Science.	03/2022
Journal of Nonverbal Behavior Acted as peer reviewer for a single article in the area of social impression formation.	11/2021
Social Personality Undergraduate Research (SPUR) Program Assessed undergraduate students' applications and research proposals for fit with the Society for Personality and Social Psychology SPUR Program.	11/2021
CoachRICE Professional Cohort Assessed applications for participation in the CoachRICE development program at Rice University.	11/2021
APS Student Research Awards Followed criteria to judge conference submissions by undergraduate and postgraduate researchers through the Association for Psychological Science.	12/2020
APS Student Research Award Judged conference submissions by undergraduate and postgraduate researchers for the Association of Psychological Science.	03/2020

TEACHING EXPERIENCE

Lecturer: Personality Theory and Research, Emotion and Motivation; Intro to Cognitive Psychology <i>Rice University</i>	07/2023 – present
Adjunct Professor: Personality Theory and Research; Developmental Psychology <i>Rice University</i>	08/2022 – 08/2023
Adjunct Professor: Personality Theory and Research <i>University of Houston, Central</i>	08/2022 – 08/2023
Instructor: Demystifying Measurement: A Measurement Specialists Certification Course <i>Doerr Institute for New Leaders at Rice University</i>	10/2021 – 08/2023

Adjunct Professor: Non-Experimental Research Methods <i>University of Houston, Clearlake</i>	08/2022 – 12/2022
Instructor: Critical Thinking in Sexuality <i>Rice University</i>	08/2022 – 10/2022
Lead Outreach Teacher: Insight/Access to Bristol <i>University of Bristol</i>	05/2019 – 07/2020
Teaching Support Assistant <i>University of Bristol</i>	10/2019 – 06/2020
Assistant Psychology Teacher/Mentor: Science of Happiness <i>University of Bristol</i>	09/2019 – 05/2020
Lead Teaching Assistant: Psychology of Personality; Clinical Psychology <i>Washington State University</i>	01/2017 - 05/2017
Teaching Assistant - Introductory Psychology; Human Sexuality; Psychology of Personality <i>Washington State University</i>	08/2016 - 05/2017

RELEVANT SKILLS

Languages:

English – Native Proficiency
 Spanish – Advanced Conversational
 American Sign Language (ASL) – Beginner (*currently studying*)

Technology:

Extensive Experience:

Microsoft Office including Excel, Word, and PowerPoint
 Qualtrics: building studies and data collection and management; Integrations and automation
 SPSS data analysis
 Video Communications: Zoom, Microsoft Teams, Skype and Skype for Business, BlueJeans
 Open Science Framework preregistration
 Canvas
 Google Drive: Sheets (data integration), documents.
 Mighty Networks (HigherLed)

Moderate Experience:

Blackboard course management, grade center, and virtual classrooms
 Programming: R, PsychoPy, and EPrime
 Covidence online systematic review program
 GIMP (photo editing software)

Statistics and Study Design:

Quantitative Skills:

Exploratory Factor Analyses
 Power and Sensitivity Analyses
 Multivariate Analyses
 Analyses of Variance (ANOVA) up to 4 x 3 x 2 x 2
 Post Hoc analyses including smaller ANOVA and t-tests
 Regression Analyses
 Linear, Multiple, and stepwise-forward regression
 Correlational Designs

Partial-correlation
Chi-Square
Qualitative Skills:
Code book development
Data Dictionary development and preparation

VOLUNTEER EXPERIENCE & PUBLIC ENGAGEMENT

Peer Mentor – The Society of Personality and Social Psychology Regularly meet with prospective and current PhDs to provide guidance and professional mentorship over a year period.	10/2022 – Present
Campus Representative – Association for Psychological Science Facilitating communication between the Association for Psychological Science and the University of Bristol while promoting psychological science amongst peers and colleagues.	07/2019 – 07/2021
Session Chair – Postgraduate Research Conference Introducing and facilitating the flow of virtual presentations by PhD candidates at the University of Bristol.	07/2020
Building Manager <i>University of Bristol</i> Oversaw the health and safety regulations for the Psychological Sciences PhD Office. Attended monthly health and safety meetings and regularly reported building issues to upper management.	01/2019 – 01/2020
Presenter – Research Networking <i>Access to Bristol</i> Presenting research and networking with prospective University of Bristol students. Discussing my research and current options within the university.	03/2019
Public Engagement at St. Werburghs City Farm <i>Wellcome Trust</i> Leading members of the public in games focused on psychology research. Explaining themes and current research on various psychological topics to both adults and children.	06/2018

OTHER PROFESSIONAL EXPERIENCE

Pastoral Care:

Senior Resident *University of Bristol* 09/2017 – 08/2018
Advise students through both academic and personal setbacks
Signpost students to relevant university resources

Resident Advisor *Washington State University* 01/2015 – 05/2017
Consult individual students to manage personal and academic crises
Mediate conflict in order to create a welcoming environment
Organize and host educational events to promote student wellbeing

Internships:

International Programs Office *Washington State University* 08/2016 – 05/2017
Educate prospective students on university standards and opportunities
Administrative responsibilities
Attend regular staff meetings and training courses

Best Beginnings, *London, UK* 06/2015 – 07/2015
Attend meetings focused on early intervention healthcare in the UK
Engage with the public to determine the need for services
Respond to user inquiries and app support requests

Study Abroad:

Cultural Experiences Abroad (CEA) *Barcelona, Spain* 08/2015 – 12/2015
Cultural and Social Psychology courses
Higher level Spanish language courses in an international setting

Arcadia University *London, UK* 06/2015 – 07/2015
Internship experience with a focus on wellbeing in the charity sector
English Literature course