

CSCRL FALL FORUM

RISK AS A COMPETITIVE ADVANTAGE: WINNING IN AN UNCERTAIN WORLD
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SPEAKER BIO

HARRISON J. KELL, PH.D.

PRINCIPAL SCIENTIST, HUMRRO



Harrison J. Kell, Ph.D., is a Principal Scientist at the Human Resources Research Organization (HumRRO), where he leads and contributes to a wide range of contracted projects for U.S. government agencies, technology companies, and private nonprofit institutions. His work focuses on the design and development of assessments for workforce- and education-relevant cognitive and socioemotional skills, including cognitive ability tests, personality inventories, situational judgment tests, and performance evaluations. Before joining HumRRO, he was a Senior Research Scientist at Educational Testing Service (ETS), where he worked in the Center for Education and Career Development and served as a content expert for the GRE program.

Harrison's broader research examines how differences in psychological characteristics, including personality traits, cognitive skills, and personal values, relate to real-world outcomes such as job performance, creativity, educational achievement, career success, and retention. He has published extensively in leading journals, including *Journal of Applied Psychology*, *Journal of Organizational Behavior*, *International Journal of Selection and Assessment*, and *Journal of Business and Psychology*, and is co-author of the forthcoming *Cognitive Abilities and the Modern World of Work*, from Cambridge University Press.

Harrison earned his A.B. from Vassar College, his Ph.D. in industrial-organizational psychology from Rice University, and completed a postdoctoral fellowship in quantitative methods at Vanderbilt University.



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