

## *Education*

- Ph.D. in Psychology, **University of California – Berkeley**, Berkeley, CA, May 2010  
*Dissertation Title:* Coherent Attributions with Co-occurring and Interacting Causes  
*Committee Members:* Kaiping Peng (Chair), Thomas Griffiths, Robert MacCoun
- B.S. in Computer Science, **Carnegie Mellon University**, Pittsburgh, PA, December 1999  
*Focus:* Software engineering project management
- B.S. in Electrical and Computer Engineering, **Carnegie Mellon University**, Pittsburgh, PA, December 1999  
*Focus:* Electronic design automation

## *Awards and Honors*

- Tuition Scholarship, **Central European University Summer University**, 2008 (€500)
- East Asia Pacific Scholars Institute – China, **National Science Foundation**, 2007 (\$4,000 [declined] plus travel, board)
- Graduate Research Fellow, **National Science Foundation**, 2005-2008 (\$90,000 plus tuition over three years)
- Honorable Mention, **National Science Foundation** Graduate Research Fellowship, 2004
- Graduation with University Honors (Computer Science), **Carnegie Mellon University**, December 1999
- Graduation with University Honors (Electrical and Computer Engineering), **Carnegie Mellon University**, December 1999

## *Research Interests*

- Metaheuristics and decision making in the creative process and in developing creative potential.
- The role of originality in creativity judgments and the creative process, and cultural differences therein.
- The cognitive basis of cultural differences in attribution and prediction.
- Formal models and computer simulation in social psychology.

## *Teaching Interests*

- Statistics and Research Methods
- Creativity and Innovation
- Complex Systems
- Cultural Psychology

## *Research Experience*

- Visiting Scholar, **University of Sussex, Creative Systems Lab**, Brighton, UK, Winter 2008

- Visiting Researcher, **Beijing University, Department of Psychology**, Beijing, China, Summers 2004, 2005, Summer and Fall 2007
- Visiting Researcher, **Tsinghua University, School of Economics and Management**, Beijing, China, Summer and Fall 2007

### *Teaching Experience*

**University of California – Berkeley**, Department of Psychology, Lecturer  
 Spring 2010, Research Methods and Statistics  
 Fall 2009, Principles of Psychology  
 Summer 2009, Research Methods and Statistics

**University of California – Berkeley**, Department of Psychology, Teaching Assistant  
 Fall 2006, Spring 2007, Psychological Statistics and Data Analysis (Graduate Level)  
 Spring 2005, Research Methods and Statistics  
 Spring 2004, Social Psychology  
 Fall 2003, Fall 2004, Personality Psychology

**Carnegie Mellon University**, School of Computer Science, Teaching Assistant  
 Spring 1998, Software Engineering

### *Additional Training*

- Complex Systems and Social Simulations, **Central European University Summer University**, Budapest, Hungary, Summer 2008
- Complex Physical, Biological and Social Systems, **New England Complex Systems Institute Winter School**, Cambridge, Massachusetts, Winter 2007
- Networks, Modeling, and Evolution, **New England Complex Systems Institute Winter School**, Cambridge, Massachusetts, Winter 2007
- Maximum Likelihood Estimation, **Inter-University Consortium for Political and Social Research Summer Institute**, Ann Arbor, Michigan, Summer 2006
- Scaling and Dimensional Analysis, **Inter-University Consortium for Political and Social Research Summer Institute**, Ann Arbor, Michigan, Summer 2006
- Structural Equation Modeling, **University of California – Berkeley**, Berkeley, CA, Fall 2005
- Mandarin Chinese, **Beijing Language and Culture University**, Beijing, China, Summer 2005

### *Papers*

(\* indicates peer reviewed)

1. \* Jennings, K. E. (2010 – In Press). Determining the Internal Consistency of Attitude Attributions. In R. Catrambone & S. Ohlsson (Eds.), *Proceedings of the 32nd Annual Conference of the Cognitive Science Society* (pp. XXX). Austin, TX: Cognitive Science Society.
2. \* Joyce, C. K., Jennings, K. E., Hey, J., Grossman, J. C., & Kalil, T. (2010). Getting down to business: Using speedstorming to initiate creative cross-disciplinary collaboration. *Creativity & Innovation Management*, 19(1), 57–67.
3. \* Jennings, K. E. (2010, January). Search strategies and the creative process. *First International Conference on Computational Creativity*, Lisbon, Portugal.
4. \* Sosa, R., Gero, J., & Jennings, K. E. (2009, October). Growing and destroying the worth of ideas. *ACM Creativity and Cognition Conference*, Berkeley, California.

5. \* Hey, J., Joyce, C., Jennings, K. E., Kalil, T., and Grossman, J. C. (2009). Putting the discipline in interdisciplinary: Using speedstorming to teach and initiate creative collaboration in nanoscience. *Journal of Nanoeducation*, 1(1), 75–85.
6. \* Jennings, K. E. (2008, September). Developing creativity: Artificial barriers in artificial intelligence. *Fifth International Joint Workshop on Computational Creativity*, Madrid, Spain.
7. \* Jennings, K. E. (2008, March). Adjusting the novelty thermostat: Courting creative success through judicious randomness. *AAAI Spring Symposium on Creative Intelligent Systems*, Stanford, California.
8. Jennings, K. E. (2007, October). Statistical errors in creativity research: Survivorship bias and alpha inflation in attributing creativity and its causes. *Tenth European Conference on Creativity and Innovation*, Copenhagen, Denmark.
9. Joyce, C., Jennings, K. E., Hey, J., Kalil, T., Grossman, J. C. (2007, October). Getting down to business: Results using speedstorming to initiate creative collaborations. *Tenth European Conference on Creativity and Innovation*, Copenhagen, Denmark. [Selected as one of the top five papers at the conference.]

### ***Manuscripts Under Review***

1. Tong, J., Wang, L., & Jennings, K. E. *Organization Personality from the Insider's Perspective: Its Structure, Measurement, and Function*.
2. Rothfeder, R., Worthy, K., Jennings, K. E. *Metaphysics, Connectedness, and Environmental Behavior*.

### ***Conference Presentations***

1. "Early Results with Faceted Classification of 'Alternate Uses' Test Responses," October 2009, ACM Creativity and Cognition Conference, Berkeley, CA (Poster Presentation).
2. "A Bayesian Reexamination of Cross-Cultural Differences in Attitude Attribution," May 2009, Association for Psychological Science Convention, San Francisco, CA (Poster Presentation).
3. "Cultural Differences in Trait Attribution and Discounting: A Bayesian Perspective," July 2008, International Association for Cross-Cultural Psychology, Bremen, Germany.
4. "Making Meaningful Memory Structure Comparisons Using Bootstrap Analysis of Pathfinder Networks," July 2008, International Congress of Psychology, Berlin, Germany.
5. "The Double-Edged Sword of 'Hazardous' Traits in Creative Achievement, and Our Blindness to It," July 2008, International Society for the Psychology of Science and Technology Conference, Berlin, Germany (Poster Presentation).
6. "Why Simulating Creativity Matters," March 2008, AAAI Spring Symposium on Creative Intelligent Systems, Stanford, CA.
7. "How can strangers from different disciplines find each other to form creative collaborations?" October 2007, Tenth European Conference on Creativity and Innovation, Copenhagen, Denmark.
8. "A Network Analysis Approach to Understanding Cultural Differences in Attribution," May 2007, Association for Psychological Science Convention, Washington, D.C.
9. "Horizontal-Vertical Individualism-Collectivism and Creativity: Reciprocal Responsibility or One-Way Leadership?," May 2007, Association for Psychological Science Convention, Washington, D.C. (Poster Presentation).

10. "Asians See Broader Implications for the Death of Al-Zarqawi Than Westerners", January 2007, Society for Personality and Social Psychology Conference, Memphis, TN (Poster Presentation).

### ***Manuscripts in Preparation***

1. Jennings, K. E. *Creativity is Exceptionally Good: The Surprising Role of Novelty in Creativity Judgments*.
2. Jennings, K. E. *Coherent Ascriptions with Two Causes: The Roles of Cause-Cause Cooccurrence and Relative Likelihood*.
3. Jennings, K. E. *A Normative Comparison of Cross-Cultural Differences in Discounting and Augmenting*.
4. Jennings, K. E. *Culture, Attribution, and Memory Structure: The Density Hypothesis*.

### ***Software Programs***

- ASXOT – XML-based experiment description language that produces paper and online surveys from one source file, can flexibly reorganize content for counterbalancing and randomization, and can do online divergent thinking style paradigms
- CATER – Internet-based tool for collecting expert ratings using the Consensual Assessment Technique
- CreASe/KNK – Implementation of Kauffman NK landscapes for the "R" statistical environment
- PFNet – Implementation of the PathFinder algorithm for the "R" statistical environment

### ***External Service***

- Ad Hoc Reviewer for *Mind & Machines* and *Topics in Cognitive Science*
- Reviewer, Annual Conference of the Cognitive Science Society, 2010
- Program Committee and Session Chair, First International Conference on Computational Creativity, 2010
- Program Committee, Australasian Workshop on Computational Creativity, 2009

### ***Honors Students***

- Spring, 2007 – Robin Rothfeder, University of California, Berkeley, College of Natural Resources

### ***Professional Experience***

- Program Manager, **CitySkills, Inc.**, Boston MA, June 2002-July 2003  
*Activities:* Created online training to introduce new employees to the culture of the workplace and combat workplace prejudice
- **Independent Consulting**, Cambridge, MA, June 2001-May 2002  
*Activities:* software and business strategy, including auction site for minority suppliers, knowledge management
- Knowledge Manager/Consultant, **Lucent Technologies**, Cambridge, MA, February 2000-June 2001

*Activities:* designed and deployed knowledge management system to 1,000 global users; general consulting

- Technical Consultant, **Hartford Life**, Simsbury, CT, Summer 1999
- Member of Technical Staff, **DASYS Electronic Design Automation**, Pittsburgh, PA, January-May 1998, Sept. 1998-April 1999
- Software Development Intern, **Microsoft**, Redmond, WA, Summer 1998
- Research Programmer, **Center for Cognitive Brain Imaging, Carnegie Mellon University**, Pittsburgh, PA, Sept. 1996-January 1998

### *Professional Consulting*

- **Jump Associates**, San Mateo, CA, 2006 (methodological and statistical consulting for a client seeking to track the effectiveness of industrial design initiatives)
- Statistical consulting for private clients

### *Pro Bono Consulting*

- **Pan Theater**, Oakland, CA, 2006 (design of member satisfaction survey)
- **CitySkills, Inc.**, Boston, MA, 2003-2006 (recruiting and training of users for online training tools)
- **Healthcare East and West**, Quincy, MA, 2002 (business and technical planning for non-profit focused on healthcare issues in China)
- **TutoringPlus**, Cambridge, MA, 2002 (designed and led new tutor orientation)

### *Artistic Practice*

- Exhibition of "Knitting," **Lighthouse Gallery**, Brighton, UK, March 2008 (virtual knitting using Nintendo Wii; in collaboration with Rachel Beth Egenhoefer)
- Troupe Director, **Pan Theater**, Oakland, CA, January - March 2006 (took group from novice stage to first performance)
- Improvisor, Premiere Troupe, **Pan Theater**, Oakland, CA, October 2004-December 2006 (performance in one to two shows per month)
- Assistant Director, **Freelance Players**, Jamaica Plain, MA, February-May 2003 (improvisation and characterization skills with approximately 40 eight to 12-year old students performing a musical play)
- Acting Instructor, **Brimmer and May School**, Chestnut Hill, MA, Winter 2002-3 (grades one through three)
- Performer, **Ham on Rye Technologies**, St. Louis, MO, October-November 2002 (actor in interactive, virtual reality game)
- Improviser, **Comedie du Jour**, Cambridge, MA, October 2001-January 2003 (performed in two to three shows per month)
- Improvisational Acting Training, **ImprovAsylum Training Center**, Boston, MA, January 2001-May 2002

***Professional Memberships***

- Association for the Advancement of Artificial Intelligence
- Association for Psychological Science
- International Association for Cross-Cultural Psychology
- Society for Personality and Social Psychology
- *Tau Beta Pi* Engineering Honor Society
- *Phi Kappa Phi* Academic Honor Society

***Technical Skills***

S-Plus/R, SPSS, XML/XSLT, SQL, Ruby on Rails, PHP, HTML, JavaScript, ActionScript, C/C++, Objective C, Java, LaTeX

***Foreign Languages***

Mandarin Chinese (intermediate spoken and basic written proficiency), German (intermediate spoken and written proficiency)