

Nathan Kuncel
Associate Professor

Education
Ph.D. 2003, University of Minnesota

Statement of Interests

Nathan is a Marvin D. Dunnette Distinguished Professor in Industrial and Organizational Psychology and has a secondary appointment as an Associate Professor in the Personality , Individual Differences, and Behavioral Genetics (PIB) area.

Nathan's research focuses on the structure and prediction of performance in academic and work settings. He has studied the power of individual differences for predicting different aspects of performance with a focus on the use of standardized tests (e.g., SAT, GRE, GMAT, PCAT, MAT), prior accomplishments (e.g., high school rank, extra-curricular accomplishments), and personality traits for predicting academic performance in college and graduate school. He also conducts research on psychological measurement, response distortion, and meta-analytic methods.

Selected Publications

Kuncel, N. R., & Tellegen, A. (2009). The measurement of the social desirability of items: A conceptual and empirical reexamination. *Personnel Psychology, 62*, 201-228.

Sackett, P. R., Kuncel, N. R., Arneson, J., Cooper, S. R., Waters, S. (2009). Socio-economic status and the relationship between admissions tests and post-secondary academic performance. *Psychological Bulletin, 135*, 1-22.

Kuncel, N. R. & Hezlett, S. A. (2007). Standardized tests predict graduate student's success. *Science, 315*, 1080-1081.

Kuncel, N. R., Hezlett, S. A., & Ones, D. S. (2004). Academic performance, career potential, creativity, and job performance: Can one construct predict them all? *Journal of Personality and Social Psychology [Special Section, Cognitive Abilities: 100 Years after Spearman (1904)]*, *86*, 148-161.

Kuncel, N. R., Hezlett, S. A., & Ones, D. S. (2001). A comprehensive meta-analysis of the predictive validity of the Graduate Record Examinations: Implications for graduate student selection and performance. *Psychological Bulletin, 127*, 162-181.