

Curriculum Vitae
Kraig L. Schell, Ph.D.
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Education

Oklahoma Christian University, Oklahoma City, OK (B.S., 1992)
University of Central Oklahoma, Edmond, OK (M.A., 1995)
University of Cincinnati, Cincinnati, OH (Ph.D., 2000)

Current Positions

Angelo State University

Tenured Associate Professor, Department of Psychology, Director of M.S.
program in Industrial-Organizational Psychology

University of Florida

Affiliate Clinical Associate Professor of Pharmaceutical Outcomes & Policy,
University of Florida College of Pharmacy

Teaching

Undergraduate Courses - Research Methods in Social Psychology; Uses of Psychology; Groups at Work; Undergraduate Statistics/Experimental Lab; Applied Psychology; Health Psychology; General Psychology; Personality Theory; I-O Psychology; Motivation; Cognitive Psychology

Graduate Courses - Organizational Psychology; Motivation and Emotion; Personnel Psychology; Theories of Consultation; Psychology of Human Performance, Attitude Theory in Organizations; Advanced Research Methods

University of Florida – Patient Safety in Health Care, Pharmaceutical Health Care Systems

Current Research Interests

Safety in health care, human error (reactions and behaviors), learning from errors
Applied cognition and job performance
Multiple task/goal pursuit

Consulting

Current Clients

RxLaw, Inc., Boca Raton, Florida

Primary content developer for online continuing education programs for pharmacists in Florida and New Mexico

Intellectual product developed in this role includes (all products available for purchase at <http://www.rxlaw.org/>):

(the first four entries are organized into a 6-hour error remediation course)

- “Understanding Human Error.” Medication Error Training Series 1-UHE.
- “Handling Reactions After An Error.” Medication Error Training Series 2-HR.
- “What Can We Learn From Errors?” Medication Error Training Series 3-LFE.
- “Realistic Error Remediation and Prevention.” Medication Error Training Series 4-ERP.
- “Medication Errors: A 2-Hour CE Program for Florida Pharmacists.” Core Education in Medication Errors.

McKesson Continuing Education Program, San Francisco, CA

Primary content developer/editor for online continuing education programs marketed Nationwide (see www.pharmsafety.org for more information)

Past Clients

Shriners’ Hospitals, Cincinnati, OH	Ohio Department of Corrections
Eckerd Drug, Tampa, FL	CVS Pharmacies, Columbus, OH
Institute for Safe Medication Practices, Philadelphia, PA	McKesson Pharmacy Automation, Montreal, Quebec, Canada
Baptist Memorials Hospital, San Angelo, TX	MED-E.R.R.S., Philadelphia, PA

Expert Witness Analysis and Testimony

Lewis, Glasser, Casey & Rollins, PLLC, Charleston, WV	
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2004-2006	Institute for Safe Medication Practices/Med-E.R.R.S.		
	Project:	The effect of "Tall-Man" lettering on drug name recognition	
	Role:	PI	Amount: \$59,066
2007	ASU Research Enhancement		
	Project:	Initial development of a scale of error orientations	
	Role:	PI	Amount: \$8,723
2008	McKesson, Inc. (Continuing Education Division)		
	Project:	Continued development of PharmSafety.org website	
	Role:	PI	Amount: \$13,100
2010	ASU Research Enhancement		
	Project:	Initial development of a scale of error orientations	
	Role:	PI	Amount: \$5,400
2010	NIH-Association for Healthcare Research and Quality		
	Project:	Effects of workload, work conditions, and electronic prescribing on patient safety in community pharmacy (<i>resubmitted</i>)	
	Role:	Sub-awardee	Amount: \$78,000
Approximate total of grants procured:			\$166,589
Approximate total of unfunded grants:			\$78,000
Approximate grant total:			\$244,589

Invited Addresses

Minnesota Association of Health-System Pharmacists
 Society for Human Resource Management, San Angelo, TX (multiple occasions)
 West Texas Pharmacy Association (multiple occasions)
 McKesson, Inc. Pharmacy Trade Show (multiple occasions)
 Food & Drug Administration Hearing on Drug Safety & Name Confusion
 Oklahoma Pharmaceutical Association
 Oklahoma Indian Health Services
 Canadian Pharmaceutical Association
 Virginia Pharmaceutical Association
 Massachusetts Pharmacists Association

Publications and Presentations

Work in Progress - Research

Attitudes and behaviors about event self-reporting: A cost-benefit approach. *Target journal:*

TBA.

Multiple goal performance in organizations: A review and research agenda. *Target journal: Journal of Applied Psychology*.

The usefulness of error management instructions in dynamic virtual environments. *Target journal: TBA*.

Individual differences in updating working memory, error production and error estimates. *Target journal: TBA*.

Counting cards and beating the dealer: Antecedents and consequences of effective multitasking (and winning at Blackjack). *Target journal: TBA*.

Book Chapters (Print)

Flynn, E.A., Schell, K.L., & Rickles, J.O. (2009). A psychosocial approach to medication errors. In N.M. Rickles, A.I. Wertheimer, & M.C. Smith (Eds.), *Social and behavioral aspects of pharmaceutical care (2nd Ed.)*, pp. 399-426. Sudbury, MA: Jones & Bartlett.

Online Book Chapters (valid for three years)

Schell, K.L. (2010). Implementing MTM: Organizational challenges and pitfalls. In K.L. Schell & D. Eakman (Eds.), *Patient safety in the 21st century: Medication Therapy Management Series, Module M6*. Published electronically at <http://www.pharmsafety.org/>.

Schell, K.L. (2009). Using basic counseling techniques in MTM. In K.L. Schell & J. Dougan (Eds.), *Patient safety in the 21st century: Medication Therapy Management Series, Module M7*. Published electronically at <http://www.pharmsafety.org/>.

Schell, K.L. (2009). Strategies for conflict management in MTM practice. In K.L. Schell & J. Dougan (Eds.), *Patient safety in the 21st century: Medication Therapy Management Series, Module M5*. Published electronically at <http://www.pharmsafety.org/>.

Schell, K.L. (2009). How MTM can impact stress, burnout, and emotional labor. In K.L. Schell & C.A. Gorman (Eds.), *Patient safety in the 21st century: Medication Therapy Management Series, Module M4*. Published electronically at <http://www.pharmsafety.org/>.

Schell, K.L. (2009). Understanding and handling non-compliance in MTM clients. In K.L. Schell & C.A. Gorman (Eds.), *Patient safety in the 21st century: Medication Therapy Management Series, Module M2*. Published electronically at <http://www.pharmsafety.org/>.

Schell, K.L. (2008). The importance of power in an MTM pharmacy. In K.L. Schell & C.A. Gorman (Eds.), *Patient safety in the 21st century: Medication Therapy Management Series, Module M2*. Published electronically at <http://www.pharmsafety.org/>.

- Schell, K.L. (2008). Learning from mistakes to improve performance. In K.L. Schell, R. Springer and J. Etchegaray (Eds.), *Patient safety in the 21st century, Module 08-2*. Published electronically at <http://www.pharmsafety.org/>.
- Schell, K.L. (2007). Safety culture: Why it matters for medication errors. In K.L. Schell, R. Springer and J. Etchegaray (Eds.), *Patient safety in the 21st century, Module 08-1*. Published electronically at <http://www.pharmsafety.org/>.
- Schell, K.L. & Melton, E.C. (2007). Is job satisfaction important for medication error management? In K.L. Schell, R. Springer and J. Etchegaray (Eds.), *Patient safety in the 21st century, Module 15*. Published electronically at <http://www.pharmsafety.org/>.
- Schell, K.L. & Hofmann, D. (2006/2009). Communication strategies as error preventatives in medical settings. In K.L. Schell, J. Cuaderes, R. Springer and J. Etchegaray (Eds.), *Patient safety in the 21st century, Module 4*. Published electronically at <http://www.pharmsafety.org/>.
- Schell, K.L. & Cox-Fuenzalida, L.E. (2006/2009). Applying resource management training in the pharmacy. In K.L. Schell, J. Cuaderes, R. Springer and J. Etchegaray (Eds.), *Patient safety in the 21st century, Module 9*. Published electronically at <http://www.pharmsafety.org/>.
- Schell, K.L. (2006/2009). Motivating safety behavior in health care: Challenges and concerns. In K.L. Schell, J. Cuaderes, R. Springer and J. Etchegaray (Eds.), *Patient safety in the 21st century, Module 12*. Published electronically at <http://www.pharmsafety.org/>.
- Schell, K.L. (2006/2009). Leadership and supervision in health care facilities: Best practices for patient safety. In K.L. Schell, J. Cuaderes, R. Springer and J. Etchegaray (Eds.), *Patient safety in the 21st century, Module 13*. Published electronically at <http://www.pharmsafety.org/>.
- Completed Online Book Chapters (valid for three years)
- Schell, K.L. (2006). Stress: Impact and performance in pharmacy practice. In K.L. Schell, R. Springer and J. Etchegaray (Eds.), *Patient safety in the 21st century, Module 14*. Published electronically at <http://www.pharmsafety.org/>.
- Schell, K.L. (2006). Where errors come from: Myths, mysteries and realities. In K.L. Schell, J. Cuaderes, R. Springer and J. Etchegaray (Eds.), *Patient safety in the 21st century, Module 1*. Published electronically at <http://www.pharmsafety.org/>.
- Schell, K.L. (2006). Handling the aftermath of a mistake that hurts someone. In K.L. Schell, J. Cuaderes, R. Springer and J. Etchegaray (Eds.), *Patient safety in the 21st century, Module 2*. Published electronically at <http://www.pharmsafety.org/>.
- Schell, K.L. (2006). Dealing with patients who have been affected by a mistake. In K.L. Schell, J. Cuaderes, R. Springer and J. Etchegaray (Eds.), *Patient safety in the 21st century, Module*

3. Published electronically at <http://www.pharmsafety.org/>.

Schell, K.L. & Cox-Fuenzalida, L.E. (2006). Emotional labor: How it can affect pharmacy practice. In K.L. Schell, J. Cuaderes, R. Springer and J. Etchegaray (Eds.), *Patient safety in the 21st century, Module 11*. Published electronically at <http://www.pharmsafety.org/>.

Schell, K.L. & Brushwood, D. (2003). Dynamics of pharmacy teams and safety meetings. In A.F. Grasha, M. O'Neill, D. Brushwood, and K.L. Schell (Eds.), *Enhancing performance and patient safety series, Module 2*. Published electronically at <http://www.pharmsafety.org/>.

Schell, K.L. & Grasha, A.F. (2003). Managing stress and improving job satisfaction in pharmacy. In A.F. Grasha, M. O'Neill, D. Brushwood, and K.L. Schell (Eds.), *Enhancing performance and patient safety series, Module 4*. Published electronically at <http://www.pharmsafety.org/>.

Vogt, E., O'Neill, M. & Schell, K.L. (2004). Creating a patient safety culture in pharmacy. In A.F. Grasha, M. O'Neill, D. Brushwood, and K.L. Schell (Eds.), *Enhancing performance and patient safety series, Module 5*. Published electronically at <http://www.pharmsafety.org/>.

Schell, K.L. & Frese, M. (2005). Learning from mistakes to improve performance. In A.F. Grasha, M. O'Neill, D. Brushwood, and K.L. Schell (Eds.), *Enhancing performance and patient safety series, Module 6*. Published electronically at <http://www.pharmsafety.org/>.

Schell, K.L. & Cox-Fuenzalida, L.E. (2005). The role of human factors in pharmacy errors. In A.F. Grasha, M. O'Neill, D. Brushwood, and K.L. Schell (Eds.), *Enhancing performance and patient safety series, Module 7*. Published electronically at <http://www.pharmsafety.org/>.

Schell, K.L. & Cox-Fuenzalida, L.E. (2006). Stress and burnout: Threats to patient safety. In K.L. Schell, J. Cuaderes, R. Springer and J. Etchegaray (Eds.), *Patient safety in the 21st century, Module 10*. Published electronically at <http://www.pharmsafety.org/>.

Refereed Publications

Schell, K.L. (in review). Development of the Error-Oriented Motivation Scale: A brief measure of error-related motivational tendencies. *Personality & Individual Differences*.

Schell, K.L. (2009). Using enhanced text to facilitate recognition of drug names: Evidence from two experimental studies. *Applied Ergonomics*, 40, 82-90.

Schell, K.L., & Conte, J.M. (2007). Associations among polychronicity, goal orientation, and error orientation. *Personality & Individual Differences*, 44, 288-298.

Schell, K.L., Hunsaker, C., & Kelley, K. (2006). Extending effects of salience and payoffs on stimulus discrimination: An experimental simulation of prescription checking. *Perceptual*

- & *Motor Skills*, 103, 375-386.
- Schell, K.L. & Cox-Fuenzalida, L.-E. (2005). Neuroticism and quality control in health services: A laboratory simulation. *Current Psychology*, 24, 231-241.
- Schell, K.L., Woodruff, A., Corbin, G.B. & Melton, E.C. (2005). Trait and state predictors of error detection accuracy in a simulated quality control task. *Personality & Individual Differences*, 39, 47-60.
- Schell, K.L. (2005). Improving accuracy in an error detection task via task sequence. *Current Psychology*, 23, 305-317.
- Schell, K.L. & Reilley, S. (2004). Quality control pharmacy tasks: Big Five personality model and accuracy of error detection. *Psychological Reports*, 94, 1301-1311.
- Schell, K.L., Melton, E.C., Woodruff, A. & Corbin, G.B. (2004). Self-regulation, engagement, motivation and performance in a simulated quality control task. *Psychological Reports*, 94, 944-954.
- Bilsing-Palacio, L. & Schell, K.L. (2003). Signal probability effects on error detection performance in a quality control task. *Psychological Reports*, 93, 343-352.
- Schell, K.L., Reilley, S., Grasha, A.F. & Trantum, D. (2003). Improving accuracy in simulated pharmacy assembly tasks using workspace interventions to enhance the cognitive environment. *Perceptual & Motor Skills*, 96, 915-926.
- Schell, K.L. & Grasha, A.F. (2001). Interactive effects of sex and psychosocial interventions on work pace and accuracy in a self-paced product assembly task. *Perceptual & Motor Skills*, 93, 879-898.
- Grasha, A.F. & Schell, K. (2001). Psychosocial factors, workload, and human error in a simulated pharmacy dispensing task. *Perceptual and Motor Skills*, 92, 53-71.
- Schell, K.L. & Grasha, A.F. (2000). State anxiety, performance accuracy and work pace in a simulated pharmacy dispensing task. *Perceptual and Motor Skills*, 90, 547-561.
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Technical Reports

- Schell, K.L., Overstreet, B., Godbey, J., Moore, L., Stoner, J., & Collins, J. (2008). *Awareness of our own performance errors: How much do we know about the mistakes we make?* Technical Report 1008-01: 1-14). San Angelo, TX: Human Performance Laboratory, Angelo State University.
- Schell, K.L. (2007). *Exaggerated text as an error preventative: Evidence from naïve and pharmacy-trained samples*. Technical Report 0706-02: 1-5). San Angelo, TX: Human Performance Laboratory, Angelo State University.

- Schell, K.L., & Etchegaray, J. (2006). *Goal orientation as three factors: A measurement equivalence study*. (Technical Report 1206-02: 1-17). San Angelo, TX: Human Performance Laboratory, Angelo State University.
- Schell, K.L., (2006). *A field study of double-checking procedures in community and hospital pharmacy*. (Technical Report 0706-01: 1-11). San Angelo, TX: Human Performance Laboratory, Angelo State University.
- Schell, K.L. (2003). *Understanding performance in the pharmacy: Applying current theory to a new task domain*. (Technical Report 0103-01: 1-14). San Angelo, TX: Human Performance Laboratory, Angelo State University.
- Schell, K.L., Woodruff, A., Corbin, G.B., Bilsing, L. & Melton, E.C. (2002). *A comprehensive investigation of error detection effectiveness in a complex product verification task*. (Technical report 0802-01: 1-119). San Angelo, TX: Human Performance Laboratory, Angelo State University.
- Schell, K.L., Grasha, A.F., Reilley, S., & Trantum, D. (2001). *Improving accuracy in simulated product assembly tasks using workspace interventions to enhance the cognitive environment*. (Technical report 06-1201: 1-13). Cincinnati, OH: Cognitive Systems Performance Laboratory, University of Cincinnati.
- Schell, K.L. & Grasha, A.F. (2001). *Exploring the relationship between work pace, accuracy and psychosocial factors in a simulated product assembly task*. (Technical Report 01-0601). Cincinnati, OH: Cognitive Systems Performance Laboratory, University of Cincinnati.
- Grasha, A.F., Reilley, S., Schell, K.L., Trantum, D. & Filburn, J.K. (2000). *A cognitive systems perspective on human performance in the pharmacy: Implications for accuracy, effectiveness, and job satisfaction*. (Technical Report 0610-2000). Cincinnati, OH: Cognitive Systems Performance Laboratory, University of Cincinnati.
- Grasha, A.F. & Schell, K.L. (1999b). *State anxiety, performance accuracy and work pace in a simulated pharmacy dispensing task*. (Technical Report 03-1199). Cincinnati, OH: Cognitive Systems Performance Laboratory, University of Cincinnati.
- Grasha, A.F. & Schell, K.L. (1999a). *Effects of intrapersonal, interpersonal and task factors on human performance and error in a simulated pharmacy dispensing task*. (Technical Report 02-0699). Cincinnati, OH: Cognitive Systems Performance Laboratory, University of Cincinnati.

Conference Presentations and Symposia

- Schell, K.L. (2010). I-O psychology and the pharmacy: Avenues and opportunities. In S. Hysong (Chair), Paging Dr. I/O: Improving Healthcare Quality through I/O Psychology Research. *Symposium presented at the Society for Industrial-Organizational Psychology conference, Atlanta, GA.*

- Schell, K.L., McIntyre, A., Apodaca, S., Smith, K., Jergins, G., Gaddis, K., & Garcia, S. (2010). Working memory as a predictor of error capture and monitoring. *Poster presented at the Society for Industrial-Organizational Psychology conference, Atlanta, GA.*
- Schell, K.L., Apodaca, S., McIntyre, A., Gaddis, K., Smith, K., Jergins, G., & Garcia, S. (2010). Development of a brief measure of error-related motivational tendencies. *Poster presented at the Society for Industrial-Organizational Psychology conference, Atlanta, GA.*
- Schell, K.L., Collins, J., Moore, L., & Stoner, J. (2009). Improving error tracking: Task prioritization through foreknowledge. *Poster accepted for presentation at the American Psychological Association annual conference, Toronto, Ontario, Canada.*
- Schell, K.L., Boulanger, D., & Larson, M.A. (2008). Metacognitive tracking of performance: Implications for error reporting in organizations. *Poster presented to the Society for Industrial-Organizational Psychology annual conference, San Francisco, CA.*
- Schell, K.L., Hernandez, J., & Rosebeary, M. (2008). The Error Orientation Questionnaire: A motivational perspective on validity. *Poster presented to the Society for Industrial-Organizational Psychology annual conference, San Francisco, CA.*
- Maggard, J., Schell, K.L., & Conte, J.M. (2007). Does goal orientation imply a perspective on time? *Poster presented to the Society for Industrial-Organizational Psychology annual conference, New York, NY.*
- Schell, K.L., Costa, K.M., Thomas, C., & Etcheagaray, J. (2007). Exploring the theoretical structure of the Error Orientation Questionnaire. *Poster presented to the Society for Industrial-Organizational Psychology annual conference, New York, NY.*
- Schell, K.L. & Conte, J.M. (2007). Associations among polychronicity, goal orientation, and error orientation. *Poster presented to the Society for Industrial-Organizational Psychology annual conference, New York, NY.*
- Schell, K.L., Hunsaker, C., Kelley, K., & Bankhead, L. (2006). An SDT analysis of error detection in a simulated pharmacy environment. *Poster presented to the Society for Industrial-Organizational Psychology annual conference, Dallas, TX.*
- Kelley, K., Hunsaker, C., Schell, K.L. & Goyle, A. (2005). Personality-based correlates of performance on the d2 Attention Test. *Poster presented to the Southwestern Psychological Association annual conference, Memphis, TN.*
- Hunsaker, C., Kelley, K., Schell, K.L., Rosebeary, M. & Bankhead, L. (2005). Personality and prescription checking: Who misses the easy ones? *Paper presented to the Southwestern Psychological Association annual conference, Memphis, TN.*
- Schell, K.L., Kelley, K., & Hunsaker, C. (2005). Focused attention and error detection in a prescription checking task. *Poster presented to the Society for Industrial-Organizational Psychology annual conference, Los Angeles, CA.*

- Schell, K.L., Havens, S.M. & Neal, K.R. (2004). Control beliefs and workload shifts in quality control performance. *Paper presented at the Southwestern Psychological Association annual conference, San Antonio, TX.*
- Orem, D.B. & Schell, K.L. (2004). State self-esteem, frustration and perceived task performance. *Poster presented at the Southwestern Psychological Association annual conference, San Antonio, TX.*
- Schell, K.L., Grasha, A.F. & Reilley, S. (2004). Detecting medication errors: Important issues and directions for research. *Poster presented at the Society of Industrial and Organizational Psychology annual conference, Chicago, IL.*
- Schell, K.L., Woodruff, A. & Corbin, G.B. (2003). Improving accuracy in quality control tasks using a mentally demanding initial task. *Poster presented at the annual meeting of the American Psychological Society, Atlanta, GA.*
- Schell, K.L., Orem, D.B., Black, J. & Neal, K. (2003). Attentional efficiency and performance in a quality control task. *Poster presented at the annual meeting of the American Psychological Society, Atlanta, GA.*
- Schell, K.L., Neal, K. & Orem, D.B. (2003). Workload perceptions and false alarms in a quality control task. *Poster presented at the annual meeting of the American Psychological Society, Atlanta, GA.*
- Schell, K.L., Havens, S. & Black, J. (2003). Memory and perception in a simulated quality control task: Effects on performance. *Poster presented at the annual meeting of the American Psychological Society, Atlanta, GA.*
- Schell, K.L., Corbin, G.B., Woodruff, A. & Melton, E.C. (2003). Personality, temporal workload and error detection in a quality control task. *Poster presented at the annual meeting of the American Psychological Society, Atlanta, GA.*
- Schell, K.L., Melton, E.C. & Havens, S. (2003). Self-regulation trait and error detection performance in a product checking task. *Poster presented at the annual meeting of the American Psychological Society, Atlanta, GA.*
- Schell, K.L. & Cox-Fuenzalida, L.E. (2003). The effect of neuroticism on performance in a complex quality control task. *Poster presented at the annual meeting of the American Psychological Society, Atlanta, GA.*
- Schell, K.L., Corbin, G.B. & Neal, K. (2003). Type A personality trait and error probabilities in a complex quality control task: Effects on detection accuracy. *Paper presented at the annual meeting of the Southwestern Psychological Association, New Orleans, LA.*
- Schell, K.L., Woodruff, A. & Melton, E. (2003). Can social anxiety affect non-social task performance? Evidence from a simulated quality control task. *Paper presented at the annual meeting of the Southwestern Psychological Association, New Orleans, LA.*

- Schell, K.L., Orem, D. & Black, J. (2003). Developing impressions of our own performance in quality control tasks: The role of task characteristics. *Paper presented at the annual meeting of the Southwestern Psychological Association, New Orleans, LA.*
- Woodruff, A., Orem, D., Melton, E., Corbin, B. & Schell, K.L. (2002). Psychomotor functioning and performance on a quality control task: A pilot study. *Poster presented at the first annual Angelo State University Research Exposition, San Angelo, TX.*
- Schell, K.L., Corbin, B., Woodruff, A. & Koch, S. (2002). Factor structure of psycho-cognitive influence in a product assembly task. *Poster presented at the annual meeting of the Southwestern Psychological Association, Corpus Christi, TX.*
- Schell, K.L., Bilsing, L.M., Lawdermilk, A. & Orem, D. (2002). Criterion development in selection and placement based on simulated performance. *Poster presented at the annual meeting of the Southwestern Psychological Association, Corpus Christi, TX.*
- Weaver, J., Schell, K.L. & Grasha, A.F. (2001). Reducing medical error and improving patient safety: A methodology for studying pharmaceutical error in teams. *Paper presented at the annual meeting of the Human Factors and Ergonomics Society, Minneapolis, MN.*
- Schell, K.L., Grasha, A.F., Reilley, S. & Trantum, D. (2001). Improving accuracy in simulated product assembly tasks using workspace interventions to enhance the cognitive environment. *Poster presented at the annual meeting of the American Psychological Association, San Francisco, CA.*
- Schell, K.L. & Grasha, A.F. (2001). Characteristics of spontaneous response patterns in a self-paced sequential task. *Paper presented at the annual meeting of the American Psychological Association, San Francisco, CA.*
- Schell, K.L. (2001). Sensation-seeking and pacing on a sequential order processing task. *Paper presented at the annual meeting of the Southwestern Psychological Association Conference, Houston, TX.*
- Grasha, A.F. & Schell, K.L. (2000). Effects of self-monitoring, delayed verification, and targeting products on pharmacy dispensing errors. *Poster presented at the American Psychological Society annual conference, Miami, FL.*
- Grasha, A.F. & Schell, K. (1999). Psychosocial factors and time-accuracy functions in a simulated pharmacy. *Paper presented at the American Psychological Association annual conference, Boston, MA.*
- Grasha, A.F., Schell, K.L., Reilley, S. & Trantum, D. (1999). Correcting human error in the prescription process: Initial findings of a national research study. *Keynote Presentation at the annual meetings of the National Association of Chain Drug Stores, San Diego, CA.*
- Schell, K.L. & Grasha, A.F. (1999). The relationships among anxiety, perceived workload, work pace and errors in a simulated pharmacy dispensing task. *Poster presented at the*

University of Cincinnati Psychology Department Research Exposition, Cincinnati, OH.

Schell, K.L., Duchon, T. & Eshleman, M. (1998). Dimensions of perceived workload on a pharmacy simulation: searching for the speed-accuracy tradeoff. *Poster presented at the Ohio Psychological Association Annual Conference, Columbus, OH.*

Grasha, A.F. & Schell, K.L. (1998). Effects of intrapersonal, interpersonal, and task factors on dispensing errors in a simulated pharmacy task. *Poster presented at the American Psychological Society annual conference, Washington, DC.*

Schell, K.L., Reilley, S. & Grasha, A.F. (1998). Self-reported error proneness, behavioral error, and coping resources in a pharmacy simulation. *Poster presented at the American Psychological Society annual conference, Washington, DC.*