C.V.

KENNETH E. SUMNER, Ph.D.

SUMMARY

Senior higher education leader and organizational psychologist with extensive experience leading large-scale institutional transformation, advising presidents and senior leadership teams, and building scalable culture-change infrastructure. Combines executive leadership, scholar-practitioner expertise, and evidence-based assessment to design and implement initiatives that strengthen dialogue, trust, and institutional effectiveness across complex organizations

Values-driven senior academic leader and Industrial/Organizational Psychologist with more than 30 years of experience guiding institutional transformation, strengthening academic excellence, and building communities where students, faculty, and staff flourish. Former Provost, Associate Provost, Dean, and senior executive with a record of leading mission-centered innovation, stabilizing institutions during disruption, and advancing equity, belonging, and student success.

A relational and community-centered leader skilled in partnering across differences, fostering trust and shared governance, and cultivating environments where creativity, purpose, and intellectual curiosity thrive. Experienced in collaborating closely with presidents, senior leadership teams, and Boards of Trustees to align academic vision, resource strategy, and institutional priorities.

A strategic institutional steward with expertise in enrollment-linked academic planning, mission-aligned budgeting, organizational design, accreditation, labor leadership, and large-scale operational oversight, including academic portfolios exceeding $200 million. Guided Montclair State University's institutional transformation through strategic planning, academic restructuring, graduate enrollment expansion, equity-centered analytics, and the Bloomfield–Montclair merger.

A skilled external ambassador who has secured more than $18 million in philanthropic gifts, grants, and strategic partnerships; built strong relationships with donors, alumni, civic and municipal leaders, and community organizations; and strengthened institutional visibility through collaborative, mission aligned engagement.

A national voice in ethical AI adoption in higher education, developer of the BEACON AI Maturity Model and I³DEA interdisciplinary governance framework, and consultant to institutions preparing for AI-enabled teaching, learning, workforce transformation, and digital innovation.

A first-generation college graduate and lifelong learner committed to widening access, expanding opportunity, and helping institutions create learning environments where students discover who they are, what they can contribute, and how they hope to lead lives of purpose.

EDUCATION

Ph.D.   BOWLING GREEN STATE UNIVERSITY, Bowling Green, OH. 1993.
      Major: Industrial and Organizational Psychology.
M.A.   BOWLING GREEN STATE UNIVERSITY, Bowling Green, OH. 1989.
      Major: Industrial and Organizational Psychology.
B.S.   WAYNE STATE UNIVERSITY, Detroit, MI. 1987.
      Major: Psychology. Graduated with High Honors.

UNIVERSITY OF PENNSYLVANIA, WHARTON SCHOOL OF BUSINESS, online, 2025.
    Certification in AI, Machine Learning, AI Governance and Ethics, and AI applications in organizations.

STANFORD UNIVERSITY, GRADUATE SCHOOL OF BUSINESS, online, 2022-2023.
    Certification in Innovation and Design Thinking.

NEW YORK UNIVERSITY, SCHOOL OF CONTINUING AND PROFESSIONAL STUDIES, New York, New York, 2007-2008.
    Certification in Executive Coaching.

ADMINISTRATIVE APPOINTMENTS

Provost and Executive Vice President, Manhattan University, Bronx, NY, 12-2024 to 7-2025.
Associate Provost Academic Affairs, Montclair State University, Montclair NJ, 2016-2025.
Acting Dean, The Graduate School, Montclair State University, July 2022-2025.
Co-Chair, University Strategic Plan, SOAR 2025, Montclair State University, 2019-2025.
Chair, MSU Standard VII, Accreditation: Governance, Leadership and Administration, Middle States Commission on Higher Education (MSCHE), Montclair State University, 2014-2017.
Chair Psychology Department, Montclair State University, Montclair, NJ, 2013-2017.
Graduate Program Director, Montclair State University, 2009-2013**.**
Deputy Chair Department of Psychology, Montclair State University, 2000-2005.

ACADEMIC APPOINTMENTS

Professor of Psychology, Manhattan University, Bronx, NY 2025.
Professor of Psychology, Montclair State University, Montclair, NJ, 2018-2025.
Associate Professor of Psychology, Montclair State University, Montclair, NJ, 2008-2018.
Assistant Professor of Psychology, Montclair State University, Montclair, NJ, 1999-2008.
Assistant Professor of Psychology, Dowling College, Oakdale, NY, 1994-1999.
Assistant Professor of Psychology, Illinois Institute of Technology, Chicago, IL, 1993-1994.

ADMINISTRATIVE, MANAGEMENT, AND LEADERSHIP

Provost and Executive Vice President, Manhattan University (12-2024/7-2025).
Responsible for realigning and rebooting academic curriculum, organizational structure, partnerships and strategies to reenergize Manhattan University to succeed in the future despite great financial constraints and recent reputational damage.

Leadership portfolio included university assessment, research compliance, undergraduate advising, honors program, online programs and professional development, international and global center, library services, graduate programs, chair development and professional development, academic innovation, among others.

Developed framework for broadening online and nontraditional delivery of content for stackable certs and degree programs. OPT and CPT experience.

Direct budget authority $24M.

Dean of The Graduate School (TGS), Montclair State University, (2022-2025).

Responsible for realigning and reengineering (TGS) the graduate school so that it is more student friendly and supportive of learning and scholarship. TGS serves more than 4,500 students, about 10% of them doctoral students, across 9 schools and colleges.

Increased enrollment by nearly 20% through strategic enrollment management.

Streamlined all processing of assistantships and appointment of faculty to graduate faculty status.

Policy and process owner for graduate matriculation, policy, strategy, and marketing.

Created engagement, outreach, and academic student success programming for graduate students.

Online program creation based on market and feasibility analysis. Direct budget authority approximately $15M Direct reports 3, with 10 employees in unit.

Associate Provost Academic Affairs, (2016 – 2021) Faculty Affairs (2021- 2025), Montclair State University.

Leadership responsibilities for Academic Personnel (Faculty and Staff Reappointment, Promotion, Tenure, Sabbatical, and Career Development processes), Contract Negotiations, Settlements and Grievance Support for several unions represented in Academic Affairs.

Main supervisory programming included: Office of Faculty Excellence, Departmental Chairs Development, Strategic Planning, New Initiatives (Bloomfield College Merger, Montclair Unbound), Summer and Winter Sessions, University Career Services, Center for Community Engagement, Center for Clinical Services, Office of Research and Sponsored Programs, Office of Research Compliance Programs, Occupational Health and Safety, Strategic Planning, among others.

Created business plan for online program offerings in 2019 that has turned into Montclair Unbound a division that was based on finance and budget analysis, workforce needs, and higher education trends on online space.

Budget authority up to $40M, Budget preparation and advisory status on budget exceeding $200M Direct Reports from 6 of up to 40 employees in units managed over time of role.

Selected Accomplishments:

Merger and Integration Experience at Bloomfield College
- Senior academic leader during the Bloomfield College–Montclair State University merger, guiding academic integration, faculty transition planning, policy harmonization, and student continuity across institutions.
- Coordinated cross-campus teams to align curriculum, governance structures, accreditation requirements, and personnel policies during post-merger stabilization.
- Negotiated and structured faculty transition agreements, including tenure pathways and the integration of faculty and staff rights and responsibilities within the merged institution.
- Designed new divisional and reporting structures in collaboration with faculty and staff, supporting leadership development and role clarity in the post-merger environment.
- Developed and implemented aligned financial and performance metrics to establish shared success criteria and strengthen long-term institutional sustainability.

- Contributed to strategic positioning of the merged institution to preserve access for historically underserved students while strengthening academic coherence and financial viability.

Student Success
- Implemented First Destination Survey Project to track post graduate outcomes for students indicating more than 85% of graduates have employment or post graduate plans at graduation.
- Created instructional delivery modalities for the university to maintain on campus presence with blended and hybrid delivery models covering more than 6000 courses per semester, 900 courses in summer sessions.
- Grew Summer and Winter Sessions enrollments to largest level ever, 6000+ students.
- Broadened Career Services to support student success and partnerships with business community.
- Summer bridge programming, early college programs, undergraduate and graduate retention and academic support services including enhanced academic support and coaching programs.
- DataKind project to target retention issues in undergraduate students using AI and other analytic strategies to provide targeted intervention for persistence and retention.
- At Manhattan created Future Ready Freshmen Initiative, a partnership with IBM and Parker Dewey to provide short term training in information technology basics to all freshmen that they allows them to perform paid micro internships with regional, national and global companies that build career related skills and resume entries form day 1.

Partnerships and Community Engagement
- Supported community engagement activities including Bonner Scholars program, AmeriCorps, Montclair Community Farms, Civic Engagement programming for students and faculty.
- Worked with Paterson NJ community groups to develop new community center to provide range of services from students to citizens (e.g., mental health, health, tax services, community engagement for coat drives, food drives, Senior Citizens, etc.).
- Created partnership opportunities for the university with local healthcare organizations to support psychology, nursing, counseling and other allied health related programs and activities.
- Worked with team to petition and ultimately get approved the Carnegie Community Engagement Classification.
- Developed metrics to assess partnership strength and value to support university operations.
- Strategic Board Development for advisory board memberships based on industry connections, future workforce needs, and partnership equity and value.

Diversity, Equity, Inclusion
- Created faculty diversity hiring tool kit to support diversity hiring initiatives leading to more than 400 faculty hires.
- Sponsored diversity reading groups for managers to support dialogue on complex issues involved in DEIB activities.
- Implemented mandatory search training for faculty search committees that focuses on reducing bias and implementing best practices, delivered to more than 350 faculty members involved in search.
- Implemented grading dashboard so instructors can see differential grading patterns in courses by race and gender that led to discussions about bias and ways to think about bias in teaching and learning, leading to efforts at the university level to debias our curriculum and develop equitable grade practices.
- IREPO grant co-author to establish support network to HBCU's, develop High School Early College programs, and support faculty development, $2.6M

Strategy and Innovation
- Managed and oversaw development of [SOAR 2025](), Strategic Plan for University that positioned the university to have an enhanced research mission, deepen its commitment to DEI, and support students of all sorts in success efforts.
- Led team to move 6000+ courses and train 2000+ organized faculty members to online remote delivery in Spring 2020 due to pandemic.
- Wrote the academic affairs restart plan for COVID for the university for Fall 2020 and Spring 2021.
- Community and Partnership development and engagement. Activities broadening our community impact and leading to Carnegie designation of Community Engaged Campus.
- Managed Dean Searches for Business, Nursing, Science and Mathematics, Graduate School, College of Education and Human Services, College of Humanities and Social Sciences, Library.
- Academic and faculty handbook policy review and revision.
- Co-wrote online program strategy for the university in conjunction with the graduate school, supporting the University in moving towards a range of online and hybrid offerings called Montclair Unbound.
- At Manhattan University created innovation hub called FORGE – Framework for Organizational Reinvention and Growth in Education to address curricular innovation, pedagogical innovation, process innovation, structural innovation and strategic innovation.
- At Manhattan created I3DEA – Intelligent Integrated Information and Decision Alliance – framework for certs, stackables, degree programs, executive education, consultation and alliance and partnership formation around data use and data science across arts, engineering, stem and business fields.

Faculty and Staff Development
- Evolved the Office for Faculty Excellence (OFA) providing the central place for faculty development across all aspects of the faculty role (teaching, scholarship, service, administration).
- Managed processes governing reappointment, promotion, and tenure processes for all faculty.
- Implemented electronic management system for tracking all faculty personnel actions (Interfolio).
- Implemented university wide fully electronic student evaluation processes.
- Lead hiring process for all faculty members across all colleges and schools, hiring more than 300 faculty and improving the faculty diversity profile.
- Labor Contract Administration, Negotiation, and Compliance, leading to more than 40 negotiations, MOA's, settlements, or new agreements.
- Created, manage, and conduct professional development activities for chairs and other administrators.
- Initiated new programs for Strategic Faculty Hiring, Provost Leadership Fellowships, Post Doctoral Teaching Fellows.
- At Manhattan created and staffed a monthly calendar of professional development activities for university that revolved around 4 tracks – Teaching and Pedagogy, Research, Artificial Intelligence and applications for teaching and productivity, and current topics from community members.

Advancement
- External programmatic grants, contracts, and gifts exceeding $18M.
- Donor relations and outreach.
- Assisted university in developing professional development for faculty and staff engaged in donor and board development.

Operational Activities

- Reviewed and supported budgeting for Academic Affairs in excess of $150M annually.
- Managed budget and operations of budgets to combined value of $40M
- Facilities planning and programming for more than 100,000 Sq. ft. of academic, research, and clinical spaces for the university.
- Budget review and strategy recommendations to move the university away from a zero-base budget planning process to a more fiscally responsible approach.
- Revised scheduling and calendar processes across the university to create efficiencies in scheduling rooms and programs.
- Created and implemented new scheduling grid to simplify scheduling and student activities.

Psychology Department Chair, Montclair State University, 2011-2016.
- Leadership of 2,000+ graduate and undergraduate students, 100+ faculty, and staff.
- Developed and launched new Interdisciplinary Clinical Psychology Ph.D. Program.
- Developed new interdisciplinary IO Ph.D. Program.
- Provost's Task Force on Nursing School, 2014-2017.
- Founding School of Nursing and Dean Nursing School Search Committee, 2014-16.
- Graduate School Curriculum Process Review Committee, 2014-16.
- Psychology Strategic Planning and Hiring Task Force, 2013-2014, led to securing 14 new positions in 5 years.

THOUGHT LEADERSHIP & PUBLIC SCHOLARSHIP

Beginning in 2024–2025, I launched BEACON Higher Education's Thought Leadership Series, producing full-length white papers and adapted articles on AI governance, institutional strategy, student success, and the future of academic work. The white papers (12–20 pages each) serve as foundational research pieces, with derivative articles (7–10 pages) submitted to national publications and online forums.

1. The AI Shadow Tax: Why Policy Paralysis Creates an Unfunded Equity Crisis for Students in Higher Education (BEACON Higher Education, 2025).

2. The AI Equity Crisis: Closing Digital Divides Before They Widen in Higher Education (BEACON Higher Education, 2025).

3. The ERP Illusion: Why Embedded AI is Not a Generational Strategy (BEACON Higher Education, 2025).

4. Leading AI Strategy and Digital Work Transformation: The Emergent Need for an AI Chief Strategist in Higher Education (BEACON Higher Education, 2025).

5. Two Different Worlds: What Higher Education Can (and Can't) Learn from Corporate AI Adoption (BEACON Higher Education, 2025).

6. What Every University Trustee Should Ask Before Approving AI-Enhanced ERP Upgrades (BEACON Higher Education, 2025).

7. The Pricing Paradox in AI: If Machines and Algorithms are Doing the Work, Why is it Costing us More? (BEACON Higher Education, 2025).

Articles and Sector Publications (Adapted from BEACON White Papers)

1. The Hidden Tax Students Are Paying for Your AI Strategy (or lack thereof) *(Inside Higher Education, 1-14-2026)*.

2. What Every University Trustee Should Ask Before Approving AI-Enhanced ERP Upgrades (under review, Trusteeship).

3. Why AI Governance Transcends IT's Mandate: The Case for Presidential-Level Coordination (under review EDUCAUSE Review).

4. Your University's AI Strategy Isn't a Strategy at All (under consideration Chronicle of Higher Education).

RESEARCH AND SCHOLARSHIP

GRANTS, PARTNERSHIPS, DONATIONS

1. James Patterson Honors College. Manhattan University. $5M in private donation. 2025-2030.

2. Institutional Resilience and Expanded Postsecondary Opportunity (IREPO). *At Home in College in the Age of COVID-19: Improving Instruction, Access, and Engagement in Minority-Serving Institutions*, in partnership with Albany State University (GA), Alcorn State University (MS), and the Newark Board of Education (NJ). Project Team Member. 2021-2023. $2.6M, Funded.

3. NSF Advance: Montclair State University: *Hiring, Recruiting, and Retaining Diverse Talent at an HSI as it Transforms into a Research University*" Project Team Member. 2021-2022. $650,000, not funded.

4. NJ Office of State Higher Education (OSHE). NJ Policy Lab Statewide Collaborative, Project Team Member. 2021-2022. $1M, not funded.

5. NJCIE Inclusive Education State-Wide Training Collaborative, Project Team Member. $8.3M, Funded, 2020-2025.

6. NJ Global Human Trafficking Center – secured $1M in private donation to endow a *Global Center for Human Trafficking at Montclair State University*. Funded, 2020.

PUBLICATIONS

1. Simonet, D., Miller, K.E., Askew, K.A., Sumner, K.E., Mortillaro, M., & Schlegel, K. (2021). How Multidimensional is Emotional Intelligence? Bifactor Modeling of Global and Broad Emotional Abilities of the Geneva Emotional Competence Test. *Journal of Intelligence*, *9(14),* 2-31. Impact factor: 2.79.

2. Brown, T.J. & Sumner, K.E. (2019). A Cross National Examination of Work Family Balance in Parents of Children with Disabilities Using a Bioecological Model. *Child and Youth Care Forum,* 48, 703-718. Impact Factor 1.81.

3. Propper, R.E., Bonato, F., Ward, I., & Sumner, K.E. (2018). Findings on an Effect of Gender but not Handedness, on Self-Reports of Motion Sickness. *BioPsychoSocial Medicine*, 12(1), 2-6. Impact Factor 1.35.

4. *Murphy, A., Askew, K.L., & Sumner, K.E. (2017). Parents' Intentions to Allow Youth Football Participation: Perceived Concussion Risk and the Theory of Planned Behavior. *Sport, Exercise, and Performance Psychology,* Vol 6(3), 230-242. Impact Factor 1.93

5. Sumner, K. E., & Brown, T. J. (2015). Neurodiversity and Human Resource Management: A Consideration of Employer Challenges for Applicants and Employees with Learning Disabilities. *The Psychologist Manager Journal*, 18 (2) 105-119. Impact Factor 1.55

6. Bragger, J.D., *Evans, D., Kutcher, E., Sumner, K., & *Fritzky, E. (2015). Factors Affecting the Procedural Fairness of Downsizing: A Policy Capturing Approach. *Human Resource Development Quarterly, 26 (2),* 127-154. Impact Factor 2.441

7. Bragger, J.D., Kutcher, E.J., *Menier. A., Sessa, V. & Sumner, K., (2014). Giving Nonselective Downsizing a Performance Review. *Human Resource Development Review, 13, 58-78.* doi:10.1177/1534484313492331. Impact Factor 1.366

8. Brown, T. J., & Sumner, K. E. (2013). The Work-Family Interface among School Psychologists and Related Personnel: A test of Role Conflict and Expansionist theories. *Journal of Applied Social Psychology, 43 (9),* 1771-1776. Impact Factor 1.231

9. Haines E. & Sumner, K.E. (2013). Digging Deeper or Piling It Higher?: Implicit Measurement in Organizational Behavior and Human Resource Management. *Human Resource Management Review, 23,* 229-241. Impact Factor 4.299

10. *Gai, S, Sumner, K.E., Bragger, J., & Nooner, K. (2011). Understanding Experiences of Indian Expatriates in the United States: Stress, Satisfaction, Social Support and General Health. *International Journal of Strategic Management, 11, 158-167.*

11. *Sadovnik, A.S., Sumner, K.E., Bragger, J. & Pastor, S.S. (2011). Effects of Expressive Writing About Workplace Events on Satisfaction, Stress, and Well-Being. *Journal of Academy of Business and Economics, 11(4),* 231-237.

12. Sumner, K.E., Bragger, J.D., *Om, E., & *Malandruccolo, D. (2010). Studying Personnel Judgments as Judgments Requires Training. *Perspectives in Industrial and Organizational Psychology (3)*, 448-451.

13. Sumner, K.E., Brown, T.J., & Radosevich, D.J. (2009). Antecedents and Consequences of Workplace Aggression: Gaining Insight From Interviews of Targeted Employees. *International Journal of Business Research*, *9(1)*, 665-673.

14. Radosevich, D.J., Levine, M.S., Sumner, K.E., Knight, M.B., Arendt, L.A., & Johnson, V.A. (2009). The Role of Expectancy Theory in Goal Striving Processes. *Journal of Academy of Business and Economics, 9(1)*, 1447-1454.

15. Haines, E.L. & Sumner, K.E. (2006). Implicit Measurement of Attitudes, Stereotypes, and SelfConcepts in Organizations: Teaching Old Dogmas New Tricks. *Organizational Research Methods, 9(4)*, 536-553. Impact Factor 3.926

16. Brown, T. J., & Sumner, K. E., (2006). Perceptions and Punishments of Workplace Aggression: Toward an Understanding of Content, Context, and Perceiver Variables. *Journal of Applied Social*

Psychology, 36, 2509-2531. Impact Factor 2.633

17. Sumner, K.E. (2003). Constructing a Family Health History to Facilitate Learning in a Health Psychology. *Teaching of Psychology, 30 (3),* 230-232. Impact Factor .575

18. Brown, T. J., Sumner, K. E., & Nocera, R. (2002). Understanding Sexual Aggression against Women: An Examination of the Role of Men's Athletic Participation and Related Variables. *Journal of Interpersonal Violence, 17,* 937-952. Impact Factor 1.21

19. Sumner, K. E., & Brown, T. J. (1996). Men, Women, and Money: Exploring the Role of Gender, Gender-Linkage of College Major, and Career Information Source in Salary Expectations. *Sex Roles, 34,* 823- 839. Impact Factor 1.39

20. Balzer, W.K., Hammer, L.B., Sumner, K.E., Birchenough, T.R., Parham, S.E., & Raymark, P.H. (1994). Effects of cognitive feedback components, display format, and elaboration on performance. *Organizational Behavior and Human Decision Processes 58,* 369-385. Impact Factor 2.454

21. Balzer, W.K., Sulsky, L.M., Hammer, L.B., & Sumner, K.E. (1992). Task information, cognitive Information, and functional validity information: Which components of cognitive feedback affect performance? *Organizational Behavior and Human Decision Processes, 53,* 35-54*.* Impact Factor 2.454

*Student co-author

PUBLISHED PROCEEDINGS

1. Brown, T. J., & Sumner, K. E. (2007). An Examination of Initiators, Targets, Reactions, Organizational Contexts. *Eastern Academy of Management Proceedings.*

2. Brown, T. J., & Sumner, K. E. (2006). Dual Career Couples in Academia. *Eastern Academy of Management Proceedings.*

3. Sumner, K.E. (2003). An Experiential Exercise to Demonstrate Perspectives on Job Design and Work Organization. *Eastern Academy of Management Proceedings*.

4. Sumner, K.E. (2002). Organizational Development Experiential Exercise: Using Balloon Volleyball to Demonstrate Teamwork and Diversity Principles. *Eastern Academy of Management Proceedings.*

5. Sumner, K.E. (2002). Assessing Implicit Attitudes in Organizations: Three Examples. *Eastern Academy of Management Proceedings.*

CONFERENCE PRESENTATIONS

1. Sumner, K.E., Isaacs, E.J., & Gonzales, J.J., (2024, July). Multipronged Practices to Diversity Faculty Ranks and the Academic Leadership Pipeline. Presented at the Annual Meeting of the American Associate of State Colleges and Universities, Denver, CO, USA.

2. Isaacs, E.J., Sumner, K.E., & Gonzales, J.J. (2024, July). Grading the Graders: Using Grade Data to Advance Equitable Student Success. Presented at the Annual Meeting of the American Associate of State Colleges and Universities, Denver, CO, USA.

3. Brown, T. J., & Sumner, K. E., (2023, July). *Preparing the Workplace for a Changing Workforce: The Role of School Psychologists.* Roundtable presented at The International School Psychology Association, Bologna, Italy.

4. Brown, T.J., & Sumner, K.E. (2022, August). *Use of the Four-Term Contingency for Preparing and Supporting a Neurodiverse Workforce*. Presented at the annual convention of International Association of Applied Behavioral Analysis, Dublin, IR.

5. Farhat, J., Donghue, C., Askew, K., & Sumner, K.E., (2017, May*). Sleep and the Prediction of Academic Investment and Achievement in Adolescents.* Presented at the annual convention of the American Psychological Society, Boston, MA.

6. *Wariwan, H., Simonet, D., Askew, K.L., & Sumner, K.S. (2017, May). *Charisma, Voice Pitch, and Information Richness Impacts Leader Perceptions and Performance.* Presented at the annual convention of the American Psychological Society, Boston, MA.

7. Brown, T. J., *Clark, C., & Sumner, K. E. (2016, February). *Supporting Employed Parents of Children with Disabilities.* Presented at the annual convention of the National Association of School Psychologists, New Orleans, LA.

8. Brown, T. J., *Clark, C., & Sumner, K. E. (2015, February). *Home School Partnerships: Assisting Parents of Children with Disabilities in Finding Work Life Balance.* Presented at the annual convention of the National Association of School Psychologists, Orlando, FL.

9. Sumner, K., *Gai, S., Bragger, J., *Shashidhar, A., & Brown, T. (2013). *Impact of Expressive Writing About Workplace Events: Stress, Job Satisfaction, and Psychological Well Being.* Presented at the conference of the American Psychological Society, Washington, D.C.

10. Brown, T. J., & Sumner, K. E. (2012, June). *The Utility of Expansionist Theory in Predicting Work Family Conflict.* Presented at the annual conference of the Work Family Researchers Network, New York, NY.

11. *Gai, S, Sumner, K.E., Bragger, J., & Nooner, K. (2011*). Understanding Experiences of Indian Expatriates in the United Sattes: Stress, Satisfaction, Social Support and General Health.* Presented at the Annual Conference of the International Association of Business and Economics, Las Vegas, NV.

12. *Sadovnik, A.S., Sumner, K.E., Bragger, J. & Pastor, S.S. (2011). *Effects of Expressive Writing About Workplace Events on Satisfaction, Stress, and Well-Being.* Presented at the Annual Conference of the International Association of Business and Economics, Las Vegas, NV.

13. D'Urso, A.V., Sumner, K.E., Dickinson, J., Koskinen, H., Olekson, G., Michalowski, S., & Berado, D. (2010, July*). The Myth of the Prosecutor Friendly Interview: Research on Forensic Interviewers Using RATAC.* Presented at the 10th Annual Conference of the National Child Protection Training Center, Savannah, GA.

14. Brown, T. J., & Sumner, K. E. (2010, March). *Balancing Work and Family: Implications for School Psychologists.* Presented at the annual conference of the National Association of School Psychologists, Chicago, IL.

15. Sumner, K.E., Brown, T.J., & Radosevich, D.J. (2009, October). *Antecedents and Consequences of Workplace Aggression: Gaining Insight From Interviews of Targeted Employees.* Conference of the International Academy of Business and Economics, Las Vegas, NV.

16. Radosevich, D.J., Levine, M.S., Sumner, K.E., Knight, M.B., Arendt, L.A., & Johnson, V.A. (2009, October). *The Role of Expectancy Theory in Goal Striving Processes.* Conference of the International Academy of Business and Economics, Las Vegas, NV.

17. Brown, T. J., & Sumner, K. E. (2008, May). *Hiring in Academia: An Exploratory Analysis.* Presented at the annual meeting of the Association for Psychological Science, Chicago, IL.

18. Brown, T. J., & Sumner, K. E. (2007, May). *An Examination of Initiators, Targets, Reactions, Organizational Contexts.* Presented at the annual meeting of the Eastern Academy of Management, New Brunswick, NJ.

19. Brown, T. J., & Sumner, K. E. (2006, May). *Dual Career Couples in Academia.* Presented at the annual meeting of the Eastern Academy of Management, Saratoga Springs, NY.

20. Brown, T. J., & Sumner, K. E. (2005, August). *Traits, Sports Participation, and Attitudes as Predictors of Sexual Aggression.* Presented at the annual meeting of the American Psychological Association, Washington, D.C.

21. Brown, T. J., & Sumner, K. E. (2005, August). *Class Participation: The Student's Perspective.* Presented at the annual meeting of the American Psychological Association, Washington, D.C.

22. *Dix, D., Sumner, K. E., Bragger, J., & Brown, T. J. (2004, July). *The Impact of Gender and Status on Judgments of Workplace Aggression.* Presented at the annual meeting of the American Psychological Association, Honolulu, HI.

23. Haines, E. L., & Sumner, K.E. (2004, April). *The what, why, and how of implicit measurement: A primer.* Paper presented at the 19th annual conference of the Society for Industrial Organizational Psychology, Chicago.

24. Sumner, K. & Haines, E. L. (2004, April). *Implicit measurement in I-O psychology: Empirical realities and theoretical possibilities*. Symposium, Society for Industrial Organizational Psychology, Chicago.

25. Sumner, K & Haines, E.L. (2003) *Measuring Implicit Work Satisfaction: Empirical Findings and Theoretical Possibilities.* Society for Industrial Organizational Psychology, Chicago, IL April 4th 2004.

26. Haines, E.L. & Sumner, K.E. (2003). *Using implicit attitude measurement in I-O psychology: research and practice.* Master tutorial presented at the annual convention of the Society for Industrial and Organizational Psychology, April 2003, Orlando, FL.

27. Lionetti, T., & Sumner, K.E. (2003). *Assessment practices in school psychology: A national internet survey.* Presented at the Annual Convention of the National Association of School Psychologists, April, 2002, Toronto, Ontario, CANADA.

28. Sumner, K.E. (2003*). An experiential exercise to demonstrate perspectives on job design and work organization.* Presented at the 40th Eastern Academy of Management Annual Conference, May 2003, Baltimore, MD. Best paper Award Nomination.

29. *Patiño, R., *Lovitz, L., & Sumner, K.E. (2002*). Effects of race on mock juror decisions of sexual harassment.* Presented at the annual meeting of the Eastern Psychological Association, March 2002, Boston, MA.

30. Sumner, K.S., Brown, T.J., & *Zapletolova, I. (2002*). Effects of nepotism and hiring policy on judgments of performance.* Presented at the annual meeting of the Eastern Psychological Association, March 2002, Boston, MA.

31. Sumner, K.E. (2002) *Organizational development experiential exercise: Using balloon volleyball to demonstrate teamwork and diversity principles*. Presented at the 39th Eastern Academy of Management Annual Conference, May 2002, New Haven CT.

32. Sumner, K.E. (2002). *Assessing implicit attitudes in organizations: Three examples.* Presented at the 39th Eastern Academy of Management Annual Conference, May 2002, New Haven CT.

33. Sumner, K.E. (2002). *Teaching employment law using principles of procedural and distributive justice.* Presented at the annual convention of the American Psychological Association, August: Chicago, IL.

34. *Appleby, M.A., & Sumner, K.E. (2002) *Role of computer anxiety and computer self-efficacy in predicting performance on a computerized task*. Presented at the annual convention of the American Psychological Association, August: Chicago, IL.

35. Sumner, K.E., *Kinsella, K., *Appleby, M., & *Bray, S.L. (2001). *Preliminary examination of the psychometric characteristics of an implicit measure or work satisfaction: reliability, validity, and fakability.* Presented at the annual convention of the Eastern Psychological Association, Washington, D.C.

36. Sumner, K.E., & Brown, T.J. (2000). *Understanding judgment of workplace aggression: A policy capturing approach.* Presented at the Annual Convention of the American Psychology Association, Washington, D.C..

37. Brown, T.J., & Sumner, K.E. (2000, March). *Relationship of participant gender, worker gender, and involvement in a workplace romance to attributions of causality for success at work.* Presented at the Annual Convention of the Eastern Psychological Association, Baltimore, MD.

38. Sumner, K.E., Brown, T.J., & *Walters, K.M. (2000, March). *Workplace aggression: Effects of status and aggression type on judgments of aggression and subsequent sanctions.* Presented at the Annual Convention of the Eastern Psychological Association, Baltimore, MD.

39. Brown, T.J. & Sumner, K.E. (1999, August*). Differences and similarities in initiators and targets of workplace aggression: An Interview Study.* Presented at the Annual Convention of the American Psychological Association – extended Poster Session for Focus on Science Weekend, Boston, MA.

40. Brown, T.J., Nocera, R., & Sumner, K.E. (1999, April*). An exploration of the role of athletic participation on sexual aggression against women*. Presented at the annual convention of the Eastern Psychological Association, Providence, RI.

41. Sumner, K.E., & Brown, T.J. (1999, April). *Aggression in organizations: An examination of its forms and consequences.* Presented at the annual meeting of the New Jersey Academy of Science.

42. Sumner, K.E. (1998, May). *Constructing a family health history to facilitate learning in a health psychology seminar*. Presented at the Teaching Institute at the 10th annual convention of the of the American Psychological Society, Washington, D.C.

43. Sumner, K.E., & Brown, T.J. (1998, February). *An examination of the impact of workplace family supportive services on work-family conflict.* Presented at the 69th Annual Eastern Psychological Association Convention, Boston, MA.

44. Brown, T.J., & Sumner, K.E. (1997, May). *Demonstrating an integrated human resource system in I/O psychology.* Presented at the annual meeting of the American Psychological Society Teaching Institute, Washington, D.C.

45. Brown, T.J., & Sumner, K.E. (1997, May). *Initiating and sustaining undergraduate students' involvement in research.* Roundtable discussion presented at the annual meeting of the American Psychological Society Teaching Institute, Washington, D.C.

46. Sumner, K.E. & Brown, T.J. (1995, June). *Career information sources and salary expectations: An exploratory analysis*. Presented at the annual meeting of the American Psychological Society, New York, NY.

47. Sumner, K.E. (1995, June). *Promoting active learning: Introductory psychology as life-relevant.* Presented at the annual meeting of the American Psychological Society Teaching Institute , New York, NY.

48. Sumner, K.E., & Brown, T.J. (1995, June). *Cheating across the curriculum: Methods, detection, and responses.* Roundtable discussion at the annual meeting of the American Psychological Society Teaching Institute, New York, NY.

49. Sumner, K.E. & Brown, T.J. (1994, August) *The relationship of career information sources to males' and females' salary expectations and educational aspirations.* Presented at the annual meeting of the American Psychological Association, Los Angeles, CA.

50. Ryan, A.M., Barbera, K.M., & Sumner, K.E. (1993, May). *Interviewee training: A comparison of two methods*. Presented at the convention of The Society for Industrial and Organizational Psychology, San Francisco, CA.

51. Balzer, W.K., & Sumner, K.E. (1992, August). *Individual, organizational, and community characteristics as predictors of job satisfaction.* Presented at the convention of the American Psychological Association, Washington, D.C.

52. Brown, T.J., Sumner, K.E., & Allgeier, E.R. (1992, April). *The effect of same gender, other gender, and combined average salary information on males' and females' salary expectations.* Presented at the convention of the Midwestern Psychological Association, Chicago, IL.

53. Sumner, K.E., & Balzer, W.K. (1992, April). *Longitudinal effects of cognitive feedback on judgment performance.* Presented at the convention of the Midwestern Psychological Association, Chicago, IL.

54. Balzer, W.K., Sumner, K.E., Hammer, L.B., Birchenough, T.R., Parham, S.E., & Raymark, P.H. (1992, June). *Effects of cognitive feedback components and the presentation format of cognitive feedback on judgment performance.* Presented at the convention of the American Psychological Society, Washington, D.C.

55. Ryan, A.M., Sumner, K.E., & Barbera, K.M. (1991, June). *Effects of applicant characteristics on interview behavior.* Presented at the convention of the American Psychological Society, Washington, D.C.

56. Sumner, K.E., Silverman, M.K., Raymark, P.H., & Miksa, B. (1990, April). *Future direction for honesty testing research.* Presented at the convention of the I-O and O-B Graduate Student Conference, Columbus, OH.

57. Barbera, K.M., & Sumner, K.E. (1990, April). *From intuition to rationality: Theories and models of judgment and decision making.* In K.E. Sumner and K.M. Barbera (co-chairs), Applications of Judgment and Decision Making to Personnel and Organizational Behavior. Symposium conducted at the eleventh convention of the I-O and O-B Graduate Student Conference, Columbus, OH.

58. Sumner, K.E. (1990). *Theory and method: An overview of the lens model.* In K.E. Sumner and K.M. Barbera (co-chairs), Applications of Judgment and Decision Making to Personnel and Organizational Behavior. Symposium conducted at the eleventh convention of the I-O and O-B Graduate Student Conference, Columbus, OH.

59. Sumner, K.E. & Balzer, W.K. (1990). *The effects of rater training and rating purpose on rating quality.* Presented at the convention of the Society for Industrial and Organizational Psychology, Miami Beach, FL.

60. Balzer, W.K., Hammer, L.B., & Sumner, K.E. (1989). *Task knowledge as a moderator of the cognitive feedback task performance relationship.* Presented at the annual convention of the American Psychological Society, Alexandria, VA.

CURRICULUM REVISION AND COURSE PROPOSALS

Created PSYC 314 Psychology of Judgment and Decision Making.
Created PSYC 566 Interventions for Effective Organizations.
I-O Concentration to M.A. Program revisions with J. Bragger and V. Sessa.
Created PSYC 306, Personnel Psychology, approved 2012.
Created Psychology 307, Organizational Psychology, approved 2012.
Clinical Psychology Ph.D. Program Committee launched Fall 2017
I-O Psychology Ph.D. Program Committee, 2015-present. To Launch Fall 2019 General
Psychology MA Program committee, 2015-2016.

TEACHING

Undergraduate Courses	Graduate Courses
Health Psychology	Experimental Psychology
History and Systems of Psychology	Industrial and Organizational Psychology
Independent Study in Psychology	Internship in Industrial and Organizational
Introductory Psychology	Psychology
Introduction to Psychological Research	Interventions for Effective Organizations
Introduction to Research Methods	Mulitvariate Statistics
Industrial and Organizational Psychology	Psychological Testing
Judgment and Decision Making	Psychology of Business and Industry
Psychology of Careers	Psychology of Judgment and Decision Making
Psychology of Personality	Personnel Psychology
Psychological Statistics	Research Methods
Psychological Testing	Seminar in Work, Stress, and Health
Psychology of the Self	Seminar in Executive Coaching
Psychology of Work: Organizational Psychology	Social Psychology
Psychology of Work: Personnel Psychology	M.A. Thesis
Social Psychology	
Senior Honors Thesis I and II	

TECHNICAL REPORTS

1. Mone, E.M. & Sumner, K.E. (1990). *The dimensions of leadership self and other assessments*. (Tech. Rep.). Basking Ridge, NJ: AT&T Network Services Division, Human Resource Development.

2. 2. Mone, E.M. & Sumner, K.E. (1990). *Key developmental experiences assessment*. (Tech. Rep.). Basking Ridge, NJ: AT&T Network Services Division, Human Resource Development.

3. Mone, E.M. & Sumner, K.E. (1990). *The executive education program selection process aid.* (Tech. Rep.). Basking Ridge, NJ: AT&T Network Services Division, Human Resource Development.

4. Ryan, A.M., Nalodka, T.A., & Sumner, K.E. (1990). *Job analysis report and recommendations for a selection system for inbound and outbound supplies representatives.* (Tech. Rep.). Rochester, NY: XEROX, Inc., Human Resource Planning and Research Division, U.S. Marketing Group.

5. Balzer, W.K., Bauman, T., Iannicca, S, Kravitz, D., Nalodka, T., Olsen, H., & Sumner, K.E. (1990). *Development of a performance evaluation system for the executive director of the Children's Resource Center: Final Report.* (Tech. Rep.). Bowling Green, OH: Institute for Psychological Research and Application.

6. Balzer, W.K., Hammer, L.B., Lovell, S.E., Carkenord, D., Schmeider, R., & Sumner, K.E. (1989). *Safety report for the maintenance area: Findings and recommendations for improving safety attitudes and behaviors.* (Tech. Rep.). Bowling Green, OH: Institute for Psychological Research and Application.

7. Balzer, W.K., Hammer, L.B., Lovell, S.E., Carkenord, D., Schmeider, R., & Sumner, K.E. (1989). *Report on participative management for the second shift maintenance area: Findings and recommendations.* (Tech. Rep.). Bowling Green, OH: Institute for Psychological Research and Application.

8. Alves, A., Barbera, K.M., Brown, T.J., Nalodka, T.A., & Sumner, K.E. (1989). *Training needs assessment and recommendations*. (Tech. Rep.). Bowling Green, OH: Institute for Psychological Research and Application.

TRAINING AND DEVELOPMENT RESOURCES

1. AT&T Chief Financial Organization. (1993). *AT&T and You: Partners for Success.* (New hire orientation and socialization program (5 days) used for orientation of new hires into the financial community at AT&T). Basking Ridge, NJ: Author.

2. AT&T Chief Financial Organization.(1993). *Portable Micro Video Cellular Telephone - Information Anytime Anywhere.* (Management simulation in-basket exercise used to improve team functioning). Basking Ridge, NJ: Author.

4. AT&T Chief Financial Organization. (1993). *AT&T Chief Financial Organization Human Performance System (CFO-HPS).* (Organizational transformation guidelines, assessment tools, development resources, and implementation strategies for improving Human Resources practices). Basking` Ridge, NJ: Author.

6. AT&T Chief Financial Organization. (1993). *Promoting Continuous Learning*. (Management report, assessment, and development tool). Basking Ridge, NJ: Author.

7. AT&T Chief Financial Organization. (1992). *Greetings, Inc.* (Management simulation exercise used to improve team functioning). Basking Ridge, NJ: Author.

8. AT&T Chief Financial Organization. (1992). *Innoventions, Inc.* (Management simulation exercise used to improve team learning and problem solving). Basking Ridge, NJ: Author.

PROFESSIONAL SERVICE

COMMITTEES
IABE Program Review Committee, 2008-2012.
Society for Industrial and Organizational Psychology (SIOP) Conference Committee Reviewer (20002015).
SIOP Education and Training Committee member (1995-1998).
SIOP Careers Webpage subcommittee (1996-1998).
SIOP State Affairs Committee, member (2000-2004).
Division 38, Interest Group Chair, Occupational Health Psychology, (1999-2001).

CONFERENCE/PROGRAM/CONVENTION REVIEWER

Society for Industrial and Organizational Psychology.
Conference reviewer (1994-1996, 2000-2010).
Poster Session Chair (for 1995 conference).
American Psychology Association
Division 14, Conference reviewer (1993, 1994, 1995, 1996, 2003-2010).
Eastern Academy of Management.
Conference Reviewer, 2002-2010.

EXTERNAL PROGRAM REVIEWER

Psychology Department, Georgian Court University, Lakewood, NJ. 2001.

EDITORIAL REVIEWER

Reviewer for *Journal of Social Behavior and Personality* (1995-1997).
Reviewer for *Sex Roles, A Journal of Interdisciplinary Research* (1999).

PROFESSIONAL DEVELOPMENT WORKSHOPS AND ACTIVITIES

Participant, *Leadership Associates Program (Cohort VI)*. Center of Pedagogy, Montclair State University, Upper Montclair, NJ (2000).
Participant, *The Teaching Institute*, American Psychological Society, New York, NY. (1995, 1997, 1998).
Participant, *Studying Work and Family Life*, The Murray Research Center: A Center for the Study of Lives, Radcliffe College, Cambridge, MA. (June 1995).

PROFESSIONAL MEMBERSHIPS

American Psychological Association (APA)
    Division 14: The Society for Industrial and Organizational Psychology (SIOP).
    Division 2: The Teaching of Psychology.
Eastern Psychological Association (EPA)
Eastern Academy of Management (EAM)

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REFERENCES

Available on request

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