

**JOHN J. SUMANTH, Ph.D.**

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**ACADEMIC POSITIONS**

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**WAKE FOREST UNIVERSITY (Winston-Salem, NC)**

- Associate Dean, MBA Programs – School of Business (2021 – 2022)
- Associate Professor – School of Business (2019 – Present)
- Assistant Professor – School of Business (2013-2019)

**SOUTHERN METHODIST UNIVERSITY (Dallas, TX)**

- Assistant Professor – Department of Management & Organizations (2011-2013)

**UNIVERSITY OF NORTH CAROLINA (Chapel Hill, NC)**

- Research Assistant – Department of Organizational Behavior (2006-2011)

**UNIVERSITY OF FLORIDA (Gainesville, FL)**

- Graduate Assistant – Department of Decision & Information Sciences (1998-1999)

**UNIVERSITY OF MIAMI (Coral Gables, FL)**

- Adjunct Lecturer – Department of Marketing (2005)
- Research Assistant – Department of Industrial Engineering (1993-1997)

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**EDUCATION**

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**UNIVERSITY OF NORTH CAROLINA (Chapel Hill, NC)**

**Kenan-Flagler Business School**

Ph.D., Business Administration - Organizational Behavior (2011)

**UNIVERSITY OF FLORIDA (Gainesville, FL)**

**Warrington College of Business Administration**

MBA, Marketing & Management (1999)

**UNIVERSITY OF MIAMI (Coral Gables, FL)**

**College of Engineering**

B.S., Industrial Engineering (1997), *Cum Laude*

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**RESEARCH INTERESTS:**

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- Employee Communication (Voice/Feedback/Whistleblowing)
- Leadership/Trust
- Status

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**ACADEMIC PUBLICATIONS**

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Sumanth, J. J., Hannah, S. T., Herbst, K., & Thompson, R. (2024). Generating the moral agency to report peers' counterproductive work behavior in normal and extreme contexts: The generative roles of ethical leadership, moral potency, and psychological safety. In press at the *Journal of Business Ethics*.

- Hofmann, D. & Sumanth, J. J. (2024). A growth strategy that creates and protects value. *Harvard Business Review* (*hbr.org*).
- Sumanth, J. J., Cerne, M., Hannah, S. T., & Skerlavaj, M. (2023). Fueling the creative fire: How authentic leadership, leader-member exchange and proactivity foster employees' creative performance. *Journal of Leadership and Organizational Studies*, 30(3), 356-374.
- Gok, K., Babalola, M. T., Sumanth, J. J., Lakshman, C., Vo, L. C., Decoster, S., Bansal, A. & Coşkun, A. (2023). Enhancing employees' duty orientation and moral potency: Dual mechanisms linking ethical psychological climate to ethically-focused proactive behaviors. *Journal of Organizational Behavior*, 44, 157-175.
- Moss, S., Song, M., Hannah, S., Wang, Z., & Sumanth, J. J. (2020). The duty to improve oneself: How duty orientation mediates the relationship between ethical leadership and followers' feedback seeking and avoiding behavior. *Journal of Business Ethics*, 165(4), 615-631.
- Gok, K., Sumanth, J. J., Bommer, W. H., Demirtas, O., Arslan, A., Eberhard, J., Ozdemir, A., & Yigit, A. (2017). You may not reap what you sow: How employees' moral awareness minimizes ethical leadership's positive impact on workplace deviance. *Journal of Business Ethics*, 146(2), 257-277.
- Sumanth, J. J. & Lebel, D. (2016) Employee Voice. In *Oxford Bibliographies in Management*. Ed. Ricky Griffin. New York: Oxford University Press.
- Černe, M., Sumanth, J. J., & Škerlavaj, M. (2016). Everything in moderation: Authentic leadership, leader-member exchange and idea implementation. In M. Škerlavaj, M. Černe, A. Dysvik & A. Carlsen (Eds.), *Capitalizing on Creativity at Work: Fostering the Implementation of Creative Ideas in Organizations* (pp. 126-138). Northampton, MA: Edward Elgar Publishing.
- Hofmann, D. & Sumanth, J. J. (2015). Don't just get your employees to speak up, get them to speak up well! *Harvard Business Review* (*hbr.org*).
- Hannah, S., Sumanth, J. J., Lester, P., & Cavarretta, F. (2014). Debunking the false dichotomy of leadership idealism and pragmatism: Critical evaluation and support of newer genre leadership theories. *Journal of Organizational Behavior*, 35(5), 598-621.
- Sumanth, J. J. & Hannah, S.T., (2014). Developing leadership capacity: An integration and exploration of ethical and authentic leadership antecedents. In L. L. Neider & C. A. Schriesheim (Eds.), *Advances in Authentic and Ethical Leadership. (Research In Management, Vol. 10)*. Charlotte, NC: Information Age Publishing, Inc. pp.25-74.
- Fragale, A. R., Sumanth, J. J., Tiedens, L. Z., & Northcraft, G. B. (2012). Appeasing equals: Lateral deference in organizational communication. *Administrative Science Quarterly*, 57, 373-406.
- Sumanth, J. J., & Cable, D. M. (2011). Status and organizational entry: How organizational and individual career status affect justice perceptions of hiring systems. *Personnel Psychology*, 64(4), 963-1000.
- Sumanth, J. J., Mayer, D. M., & Kay, V. S. (2011). Why good guys finish last: The role of justification motives, cognition, and emotion in predicting retaliation against whistleblowers. *Organizational Psychology Review*, 1(2), 165-184.
- Grant, A. M., & Sumanth, J. J. (2009). Mission possible: The performance of prosocially motivated employees depends on manager trustworthiness. *Journal of Applied Psychology*, 94, 927-944.

Sumanth, D. J. & Sumanth, J. J. (1996). The 'Technology Cycle' Approach to Technology Management. In Gaynor, G. H. (eds.), *Handbook of Technology Management*, McGraw-Hill.

Sumanth, D. J. & Sumanth, J. J. (1996). Managing the 'Technology Gradient' for Global Competitiveness. In Gaynor, G. H. (eds.), *Handbook of Technology Management*, McGraw-Hill.

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## TRADE PUBLICATIONS

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Branham, S., Hannah, S. T., Sumanth, J. J., Trone, D., & Wattman, M.L.\* (2019). 7 signs of a great retirement professional. *401k Specialist*. <https://401kspecialistmag.com/7-signs-of-a-great-retirement-plan-professional/>

Branham, S., Hannah, S. T., Sumanth, J. J., Trone, D., & Wattman, M.L.\* (2019) What great financial services professionals share in common. *Iris*. <https://www.iris.xyz/learn/equities/stocks-breaking-above-resistance-as-earnings-begin>

Branham, S., Hannah, S. T., Sumanth, J. J., Trone, D., & Wattman, M.L.\* (2018). Are great 401(k) advisors born or made? *401k Specialist*. [http://pubs.royle.com/publication/?i=498555&ver=html5&p=40#{"page":"40","issue\\_id":498555}](http://pubs.royle.com/publication/?i=498555&ver=html5&p=40#{)

\*Authors names listed in alphabetical author.

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## INVITED REVISIONS & UNDER REVIEW

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Hu., H., Wang, Z., Hannah, S.T., Moss., S.E., Sumanth, J. J., & Song, M. Jekyll and Hyde Leadership: The Detrimental Effects of Incongruent Abusive and Ethical Leader Behaviors on Employee Exhaustion and Performance. Revising to resubmit (2<sup>nd</sup> round) at the *Journal of Applied Psychology*.

Sumanth, J. J., Joshi, A., & Wayne, J. H. The paradox of formal and informal signals: How diversity climate and voice climate shape US government employees' workplace discrimination reporting from 2004-2018. Special issue proposal under review at the *Journal of Applied Psychology*.

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## WORKS IN PROGRESS

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Sumanth, J. J. & Lawson, C. Weathering the storm: Creating a dynamic movement that changes your world. Book proposal in preparation for submission to *Intervarsity Press*.

Sumanth, J. J., Dragoni, L., Hannah S. T., Demirtas, O, & Bluhm, D. Generating better, not more employee voice: How participative leadership and role clarity enhance voice quality and job performance. In preparation for submission to *Journal of Applied Psychology*.

Camm, J., & Sumanth, J.J. Trust in Analytics. In preparation for submission to *Management Science*.

Gok, K., Chandrashekhar, L., Sumanth, J. J., & Vo, L. C. A sociocognitive examination of time theft behaviors. The Vietnamese cultural context. In preparation for submission to *Personnel Psychology*.

Bommer, W. H., Gok, K., Khan, S., & Sumanth, J. J. The uneven impact of non-contingent punishment: Misery prefers company. In preparation for submission to *Journal of Business Ethics*.

Joshi, A., & Sumanth, J. J. How does an organization's diversity climate and ethical leadership affect its innovation performance? Target: *Journal of Business Ethics*

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## HONORS & AWARDS

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### WAKE FOREST UNIVERSITY

- Best-in-Track Paper Award – Irish Academy of Management (2021)
- Outstanding Educator of the Year Award (Winston-Salem Evening MBA Program) (2022, 2020)
- Outstanding Reviewer Award, *Academy of Management Discoveries* (2018)
- Most Impactful Research Award (2018)
- T.B. Rose Fellowship in Business Award (2017-2018)
- James Farr Faculty Fellow (2016-Present)
- Exxon-Wayne Calloway Faculty Fellow (2014-2016)
- Senior Class Teaching Award (2013-2014)

### SOUTHERN METHODIST UNIVERSITY

- 2011 H.O.P.E. Professor Teaching Award (Honoring Our Professors' Excellence)

### UNIVERSITY OF NORTH CAROLINA

- 2011 Outstanding Doctoral Student Teaching Award
- 2011 Outstanding Reviewer Award, *Academy of Management*, Social Issues in Management (SIM) Division
- 2009 Outstanding Reviewer Award, *Academy of Management*, Organizational Behavior (OB) Division
- Research Assistantship (2006-2010)
- Golden Key National Honor Society

### UNIVERSITY OF FLORIDA

- MBA Graduate Assistantship

### UNIVERSITY OF MIAMI

- All-American Scholar Award
- National Collegiate Engineering Award
- Iron Arrow Honor Society (highest honor attainable at UM)
- President – Society of Manufacturing Engineers
- Dean's List & Provost's Honor Roll
- Brownell Award for Outstanding Service to the College of Engineering
- Carl M. Kromp Leadership Award
- Pearson Scholarship & Florida Undergraduate Scholars Award

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## TEACHING, FACILITATION & COACHING

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### WAKE FOREST UNIVERSITY (WFU)

### TEACHER EFFECTIVENESS RATINGS / 5.0

#### 2023-2024

- *Organizational Behavior (BEM 211-Fall, 2023)* 4.5  
Taught 27 students in core 3 cr. OB course (M/W, 9:30am)
- *Organizational Behavior (BEM 211-Fall, 2023)* 4.1  
Taught 29 students in core 3 cr. OB course (M/W, 11:00am)
- *Organizational Behavior (BEM 211-Fall, 2023)* 4.1  
Taught 34 students in core 3 cr. OB course (T/R, 11:00am)

#### 2022-2023

- *Organizational Behavior (BEM 211-Spring, 2023)* 4.8  
Taught 27 students in core 3 cr. OB course (9:30am)
- *Organizational Behavior (BEM 211-Spring, 2023)* 4.9  
Taught 32 students in core 3 cr. OB course (11:00am)

<b>2021-2022</b>	
• <i>Behavior &amp; Leadership in Organizations (MGT 4610-Spring, 2022)</i>	5.0
Taught 20 WPMBA students in core 3 cr. OB course (CLT, Saturday)	
• <i>Organizational Behavior (BEM 211-Spring, 2022)</i>	4.8
Taught 34 students in core 3 cr. OB course (12:30pm)	
<b>2020-2021</b>	
• <i>Behavior &amp; Leadership in Organizations (MGT 8110-Fall, 2020)</i>	N/A
Taught 42 WPMBA students in core 3 cr. OB course (W-S, Evenings, COVID-19)	
• <i>Behavior &amp; Leadership in Organizations (MGT 4110-Fall, 2020)</i>	N/A
Taught 54 WPMBA students in core 3 cr. OB course (CLT, Evenings, COVID-19)	
• <i>Behavior &amp; Leadership in Organizations (MGT 7000-Fall, 2020)</i>	4.7
Taught 31 Online MBA students in core 3 cr. OB course (Online)	
• <i>Behavior &amp; Leadership in Organizations (MGT 7000-Fall, 2020)</i>	4.6
Taught 22 WPMBA students in core 3 cr. OB course (Online)	
• <i>Organizational Behavior (BEM 211-Spring, 2021)</i>	N/A
Taught 31 students in core 3 cr. OB course (9:30am) (Online, COVID-19)	
• <i>Organizational Behavior (BEM 211-Spring, 2021)</i>	N/A
Taught 32 students in core 3 cr. OB course (11:00am) (Online, COVID-19)	
<b>2019-2020</b>	
• <i>Behavior &amp; Leadership in Organizations (MGT 8110-Spring, 2020)</i>	4.7
Taught 57 WPMBA students in core 3 cr. OB course (W-S, Evenings)	
• <i>Organizational Behavior (BEM 211-Spring, 2020)</i>	N/A
Taught 30 students in core 3 cr. OB course (9:30am) (COVID-19)	
• <i>Organizational Behavior (BEM 211-Spring, 2020)</i>	N/A
Taught 30 students in core 3 cr. OB course (11:00am) (COVID-19)	
• <i>Organizational Behavior (BEM 211-Fall, 2019)</i>	4.7
Taught 30 students in core 3 cr. OB course (2:00pm)	
<b>2018-2019</b>	
• <i>Behavior &amp; Leadership in Organizations (MGT 8110-Spring, 2019)</i>	4.8
Taught 59 WPMBA students in core 3 cr. OB course (W-S, Evenings)	
• <i>Organizational Behavior (BEM 211-Spring, 2019)</i>	4.4
Taught 28 students in core 3 cr. OB course (11:00am)	
• <i>Organizational Behavior (BEM 211-Fall, 2018)</i>	4.3
Taught 26 students in core 3 cr. OB course (11:00am)	
• <i>Organizational Behavior (BEM 211-Fall, 2018)</i>	4.2
Taught 26 students in core 3 cr. OB course (9:30am)	
<b>2017-2018</b>	
• <i>Organizational Behavior (BEM 211-Spring, 2018)</i>	4.7
Taught 27 students in core 3 cr. OB course (12:30pm)	
• <i>Organizational Behavior (BEM 211-Spring, 2018)</i>	4.4
Taught 25 students in core 3 cr. OB course (9:30am)	
• <i>Behavior &amp; Leadership in Organizations (MGT 4110-Fall, 2017) (New Prep*)</i>	4.9
Taught 63 WPMBA students in core 3 cr. OB course (CLT, Evenings)	
• <i>Behavior &amp; Leadership in Organizations (MGT 8110-Fall, 2017) (New Prep*)</i>	4.1
Taught 57 WPMBA students in core 3 cr. OB course (W-S, Evenings)	
<b>2016-2017</b>	
• <i>Organizational Behavior (BEM 211-Spring, 2017)</i>	4.6
Teaching 27 students in core 3 cr. OB course (9:30am)	

- *Organizational Behavior (BEM 211-Spring, 2017)* 4.3  
Teaching 27 students in core 3 cr. OB course (11:00am)
- *Organizational Behavior (BEM 211-A, Fall, 2016) (New Prep\*)* 4.0  
Taught 26 students in core 3 cr. OB course (11:00am)
- *Organizational Behavior (BEM 211-Fall, 2016) (New Prep\*)* 4.0  
Taught 26 students in core 3 cr. OB course (2:00pm)

#### 2015-2016

- *Dynamics in Organizations (BEM 311-Mini 4, Section E, Spring, 2016)* 4.5  
Taught 28 students in core 1.5 cr. OB course (9:30am)
- *Dynamics in Organizations (BEM 311-Mini 4, Section D, Spring, 2016)* 4.4  
Taught 29 students in core 1.5 cr. OB course (11:00am)
- *Dynamics in Organizations (BEM 311-Mini 4, Section F, Spring, 2016)* 4.2  
Taught 28 students in core 1.5 cr. OB course (2:00pm)
- *Dynamics in Organizations (BEM 311-Mini 4, Section G, Spring, 2016)* 4.0  
Taught 29 students in core 1.5 cr. OB course (3:30pm)

#### 2014-2015

- *Dynamics in Organizations (BEM 311-Mini 4, Section A, Spring, 2015)* 4.9  
Taught 27 students in core 1.5 cr. OB course (9:30am)
- *Dynamics in Organizations (BEM 311-Mini 4, Section B, Spring, 2015)* 4.5  
Taught 25 students in core 1.5 cr. OB course (11:00am)
- *Dynamics in Organizations (BEM 311-Mini 4, Section F, Spring, 2015)* 4.6  
Taught 26 students in core 1.5 cr. OB course (2:00pm)
- *Dynamics in Organizations (BEM 311-Mini 3, Section C, Spring, 2015)* 4.8  
Taught 26 students in core 1.5 cr. OB course (11:00am)
- *Individuals in Organizations (BEM 211-Mini 2, Section C, Fall, 2014)* 4.9  
Taught 30 students in core 1.5 cr. OB course (12:30pm)
- *Individuals in Organizations (BEM 211-Mini 2, Section D, Fall, 2014)* 4.7  
Taught 29 students in core 1.5 cr. OB course (2:00pm)
- *Dynamics in Organizations (BEM 311-Mini 1, Section A, Fall, 2014)* 4.7  
Taught 32 students in core 1.5 cr. OB course (12:30pm)
- *Individuals in Organizations (BEM 211-Mini 1, Section B, Fall, 2014)* 4.8  
Taught 30 students in core 1.5 cr. OB course (2:00pm)

#### 2013-2014

- *Dynamics in Organizations (BEM 311-Mini 4, Section D, Spring, 2014)* 4.7  
Taught 29 students in core 1.5 cr. OB course (8:00am)
- *Dynamics in Organizations (BEM 311-Mini 4, Section F, Spring, 2014)* 4.8  
Taught 30 students in core 1.5 cr. OB course (9:30am)
- *Dynamics in Organizations (BEM 311-Mini 4, Section G, Spring, 2014)* 4.9  
Taught 30 students in core 1.5 cr. OB course (11:00am)
- *Dynamics in Organizations (BEM 311-Mini 3, Section A, Spring, 2014)* 4.8  
Taught 31 students in core 1.5 cr. OB course (9:30am)
- *Dynamics in Organizations (BEM 311-Mini 3, Section B, Spring, 2014)* 4.9  
Taught 31 students in core 1.5 cr. OB course (11:00am)
- *Dynamics in Organizations (BEM 311-Mini 3, Section C, Spring, 2014)* 4.9  
Taught 30 students in core OB course (12:30pm)
- *Individuals in Organizations (BEM 211-Mini 1, Section A, Fall, 2013)* 4.9  
Taught 30 students in core 1.5 cr. OB course (12:30pm)
- *Individuals in Organizations (BEM 211-Mini 2, Section B, Fall, 2013)* 4.8  
Taught 28 students in core 1.5 cr. OB course (2:00pm)

#### SOUTHERN METHODIST UNIVERSITY (SMU)

#### EFFECTIVENESS RATINGS / 7.0

- *Master Negotiations (MNO 6215, Spring, 2013)* 6.8

- Taught 24 students in 1.5 cr. PMBA Negotiations elective
- *Management of Organizations (MNO 3370, Spring, 2013)* 5.6
  - Taught 84 students (2 sections of ~41) of core 3.0 cr. BBA OB course
- *Management of Organizations (MNO 3370, Fall 2011)* 6.6
  - Taught 115 students (3 sections of ~38) of core 3.0 cr. BBA OB course

## WAKE FOREST EXECUTIVE EDUCATION (WFU-EE)

## LOCATION

### 2022 Corporate & Professional Client Engagement

- *Syngenta (December 2022)* Winston-Salem, NC
    - *Negotiations, Power, & Influence (Half-day)*
  - *Premier Health (November 2022)* Online
    - *Strategy & Executive Decision Making (Half-day)*
  - *PILLAR Retreat for Deployment Countdowns (November 2022)* Online
    - *Self-care and Compassion (Keynote Address – Pro Bono)*
  - *Wells Fargo (October 2022)* New York City, NY
    - *Negotiations, Power, & Influence (Half-day)*
  - *Wells Fargo (October 2022)* Charlotte, NC
    - *Negotiations, Power, & Influence (Half-day)*
  - *Ally Law Meeting (October 2022)* Cary, NC
    - *Mentoring & Developing Future Leaders (Half-day)*
  - *Barings (October 2022)* Charlotte, NC
    - *Strategy & Executive Decision Making (Full-day)*
  - *Barings (September 2022)* Charlotte, NC
    - *Strategy & Executive Decision Making (Full-day)*
  - *Duke Energy (June 2022)* Online
    - *Conflict Management (Lunch & Learn – MBA recruiting)*
  - *Atrium-Wake Forest Baptist Health (March 2022)* Winston-Salem, NC
    - *Conflict Management & Ensuring Voice (Half-day)*

## UNIVERSITY OF NORTH CAROLINA (UNC)

## EFFECTIVENESS RATINGS / 5.0

- *Organizational Behavior (BUSI 405, Summer 2009)* 4.8
  - Taught 27 students in one section of core 3.0 cr. BSBA OB course
- *Negotiations (BUSI 545, Fall 2010)* 4.8
  - Taught 22 students in one section of 1.5 cr. BSBA Negotiations elective
- *Groups & Teams (BUSI 555, Spring 2011)* 4.7
  - Taught 31 students in one section of 1.5 cr. BSBA Groups and Teams elective
- *UNC Kenan-Flagler EMBA & ONEMBA (Global) Programs (Fall 2007-May 2011)* 4.8
  - Team Building Coach and Facilitator for MBAs and EMBA's
- *UNC Kenan-Flagler Business Executive Education (April 2010- May 2011)* 4.5
  - Executive Coach – ExxonMobil Executive Leadership Program

## UNIVERSITY OF MIAMI

## EFFECTIVENESS RATINGS / 5.0

- *Marketing Research and Market Analysis (MKT 302, Fall 2005)* 4.7
  - Taught 20-student BBA elective on marketing research

## UNIVERSITY OF FLORIDA

## EFFECTIVENESS RATINGS / 5.0

- *Operations Management (MAN 4504, Fall/Spring 1998-1999)* 4.7
  - Taught 45-student BBA Operations Management Discussion section

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## PROFESSIONAL SERVICE & ACTIVITIES

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### Invited Editorial Review Boards

- *Journal of Leadership & Organizational Studies* (2019 – present)
- *Academy of Management Discoveries* (2017 – present)
- *Academy of Management Review* special issue on “The Changing Nature of Work Relationships” (2016)
- *Academy of Management Review* special issue on “Understanding and Creating Compassionate and Caring Organizations” (2014)
- *Journal of Business & Psychology* special issue (2015) – Box Scores and Bottom Lines: Sports Data Can Inform Research and Practice in Organizations. Guest Editors: Gentry, W.A., Hofmann, B. J., & Lyons, B. D.

#### **Academy of Management Conference (AoM)**

- OB Division Making Connections Committee Member (2013-2017)
- Co-Organizer – Professional Development Workshop (PDW) entitled, “New to OB?: Navigating the OB Division and AoM” (2017)
- Co-Organizer – Professional Development Workshop (PDW) entitled, “The Productivity Process: Research Tips and Strategies from Prolific Junior Faculty” (2012-2016)
- Session Chair, Paper Session – “Studying types of commitment and their effects” (2014)
- Faculty Presenter – Professional Development Workshop (PDW) entitled, “Halfway There But Now What?” (2011-2012)

#### **Ad-Hoc Reviewer**

- *Academy of Management Review* (2015-present)
- *Academy of Management Journal* (2010-present)
- *Academy of Management Discoveries* (2014-present)
- *Journal of Business Ethics* (2022-present)
- *Journal of Business & Psychology* (2015-present)
- *Sloan Management Review* (2015-present)

#### **Reviewer**

- Academy of Management Conferences (OB & SIM Divisions) (2008-2015)

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### **UNIVERSITY SERVICE & ACTIVITIES**

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#### **WAKE FOREST UNIVERSITY**

- Management Area Chair Search Committee Member (2023-2024)
- Member – Teaching Professor/Professor of the Practice/Lecturer Evaluation Committee (2023-present)
- Faculty Co-Advisor, Investment Club (2023-present)
- Member, University’s Core Planning Team (Strategic Planning Team) (2022-2023)
- Dept. of Engineering External Advisory Council (EAC) (2022-present)
- Associate Dean, MBA Programs (2021-2022)
- Chair, Faculty Senate Athletics Committee & Faculty Senator (2021-present)
- Faculty Senate (Elected) (2021-present)
- Board of Trustees Faculty Representative, University Committee on Advancement (2021-2023)
- Chair, Graduate Honor Council (2020-2021)
- Member, Graduate Business Certification Committee (2017-2020)
- Member, Graduate Honor Council (2015-2020)
- Member, Wake Forest Football Faculty Recruiting Team (2014-present)
- Associate, Center for Leadership and Character (2013-present)
- Designed Team Member Assessment (TMA), Team Member Assessment Hybrid (TMA-H), Leadership and Character Assessment (LCA) and Leadership 360 surveys and reports, and am providing ongoing validation support (2013-present)
- Chair – Ethical Leadership Team Task Force (2014)
- OB Faculty Recruiting Committee (2014-2015)



## **SOUTHERN METHODIST UNIVERSITY**

- Faculty Lead and Organizer – Organizational Behavior (OB) Research Lab (February 2012-2013)
- Invited presenter to Sigma Phi Epsilon fraternity on Leadership effectiveness (November, 2011)
- Invited faculty member to Kappa Kappa Gamma sorority scholarship banquet (November, 2011)
- Faculty support at Mustang Monday luncheons for prospective high school students (Fall 2011-present)

## **UNIVERSITY OF NORTH CAROLINA**

- Faculty Lead, Camp Carolina Scholars (2010)
- Teaching Assistant, MBA Elective on Negotiation (2008)
- Teaching Assistant, Core MBA Course on Leading & Managing (2007-2009)
- Member, OB Ph.D. Student Recruiting Committee (2006-2011)
- Member, OB Faculty Hiring Committee (2006-2011)
- Team Building Session Coordinator – EMBA and OneMBA Programs (2007-2011)
- Team Building Facilitator – EMBA and OneMBA Programs (2007-2011)

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## **INVITED PRESENTATIONS**

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Sumanth, J. J., Dragoni, L., Hannah S. T., Demirtas, O., & Bluhm, D. Generating better, not more employee voice: How participative leadership and role clarity enhance voice quality and job performance. Invited presentation at the Wharton OB Junior Faculty Conference (November 2-3, 2018).

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## **CONFERENCE PRESENTATIONS**

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Gok, K., Babalola, M. T., Sumanth, J. J., Lakshman, C., Vo, L. C., Decoster, S., Bansal, A. & Coşkun, A. (2022, August). Antecedents of proactivity: The effect of ethical climate through duty orientation and moral potency. Academy of Management Conference. Seattle, WA.

Gok, K., Chandrashekhar, L., Sumanth, J., & Vo, L. C. (2021, July). A sociocognitive examination of time theft behaviors. The Vietnamese cultural context. Paper presentation at the annual Academy of Management Conference (Virtual).

Lebel, D. & Sumanth, J. J. (2018, August). From purgatory to persistence: When and why employees speak up again following negative and indifferent responses to voice. Symposium presentation at the annual Academy of Management Conference. Chicago, IL.

Sumanth, J. J., Dragoni, L., Hannah S., & Demirtas, O. (2016, August) Getting employees to speak up isn't enough: Conditions for helping leaders create quality voice. Symposium presentation at the annual Academy of Management Conference. Anaheim, CA.

Hannah, S. T., Moss, S. E., Song, M., & Sumanth, J. J. (2016, August). Moral potency as a driver of ethical leadership: Increasing follower performance and reducing deviance through creating a positive feedback environment. Symposium presentation at the annual Academy of Management Conference. Anaheim, CA.

Fragale, A., Younge, A., & Sumanth, J. J. (2016, August) Lateral deference as a status-preserver: How assertiveness toward peers results in status loss. Symposium presentation at the annual Academy of Management Conference. Anaheim, CA.

Berry, J., Cerne, M., Sumanth, J. J., & Skerlavaj, M. Powerless communication and creativity (2015, April). Symposium presentation at the European Association of Work and Organizational Psychology (EAWOP) Conference. Oslo, Norway.

- Cerne, M., Sumanth, J. J., & Skerlavaj, M. (2014, August). Authentic leadership and its curvilinear effects on creativity. Symposium presentation at the annual Academy of Management Conference. Philadelphia, PA.
- Sumanth, J. J., & Kuenzi, M. (2013, April). Employee voice, values, practices and organizational climate: A conceptual integration. Symposium presentation at the annual Society for Industrial and Organizational Psychology (SIOP) Conference. Houston, TX.
- Sumanth, J. J. (2011, August). Speak well not more: How highly inclusive leaders diminish voice quality. Symposium presentation at the annual Academy of Management Conference. San Antonio, TX.
- Sumanth, J. J., Mayer, D. M., & Kay, V. S. (2011, April). Why good guys finish last: The role of justification motives, cognition, and emotion in predicting retaliation against whistleblowers. Symposium presentation at the annual Society for Industrial and Organizational Psychology (SIOP) Conference. Chicago, IL.
- Sumanth, J. J., & Berry, J. W. (2010, August). Laughing in the face of danger: A two-stage cognitive model of voice. Paper presentation at the annual Academy of Management Conference. Montreal, Canada.
- Sumanth, J. J., Fragale, A. R., Tiedens, L. Z., & Northcraft, G. B. (2010, August). Appeasing equals: Lateral deference in e-mail communication at Enron. Symposium presentation at the annual Academy of Management Conference. Montreal, Canada.
- Sumanth, J. J., & Gentry, W. A. (2010, April). Proactivity and promotability: The mediating effects of interpersonal leadership skills. Paper presented at the annual Society for Industrial and Organizational Psychology (SIOP) Conference. Atlanta, GA.
- Sumanth, J. J. & Cable, D. M. (2009, August). Status and organizational entry: How organizational and individual status affect reactions to hiring processes. Paper presented at the annual Academy of Management Conference. Chicago, IL.
- Sumanth, J. J. (2008, August). When ethical behavior proves personally and professionally costly: A conceptual model. Paper presented at the annual Academy of Management Conference. Anaheim, CA.
- Sumanth, J. J., & Aldrich, H. A. (2007, August). The diffusion of the megachurch movement through pseudo-denominational networks. Paper presented at the annual Academy of Management Conference. Philadelphia, PA.
- Sumanth, J. J. (2004, February). Strategic planning for competitive advantage at a major cruise line. Paper presented at the annual International Conference on Productivity & Quality Research. Miami, Florida.
- Sumanth, J. J., Sanguinetti, A. & Ramos, A. (2001, April). Some strategic research issues facing the cruise line industry. Paper presented at the annual INFORMS Conference. Miami, Florida. Also served as Session Chair on 'Cruise Line Applications.'

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## **PROFESSIONAL & HONORARY AFFILIATIONS**

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- Academy of Management (AOM)
- Society for Industrial and Organizational Psychology (SIOP)
- Association for Psychological Science (APS)
- Omicron Delta Kappa (ODK)
- Phi Kappa Phi
- Tau Beta Pi
- Alpha Pi Mu

- Alpha Lambda Delta
- Golden Key National Honor Society

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## WORK EXPERIENCE

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### **Burger King Corporation World Headquarters**

Miami, Florida

*Sr. Operations Specialist – OPS Research & Development, January 2005 – June 2006*

- Conducted research validations and developed restaurant procedures for new BK Chicken Fries menu item
- Developed speed of service & production capacity analyses for new self-service kiosk
- Managed feasibility and operations tests for new proposed French Fries and associated packaging

### **Norwegian Cruise Line (NCL)**

Miami, Florida

*Manager, Market Planning & Research, July 2002 – January 2005*

*Senior Planning Analyst, September 2000 – July 2002*

- Created and planned itineraries for 14 NCL Corp. vessels, operating under three separate brands. Worked closely with Marine Operations, Revenue Management, Sales and Marketing and Public Relations to ensure itineraries met operational, financial and marketing goals
- Negotiated multi-million dollar short- and long-term agreements with ports around the world to facilitate entry into new markets and creating value-added marketing programs with local CVBs
- Developed marketing plans and all company-wide market research, including internal studies, focus groups, competitive cruise/vacation market industry analysis
- Chairman of the Impact Assessment Group (IAG) – a cross functional team of leaders in the company assigned to evaluate business processes/issues, develop and implement solutions
- S.T.Y.L.E. Leadership Team Member – helped implement company-wide initiative designed to change the organization's culture from a non-responsive one into a customer service-oriented culture.

*Management Trainee, July 1999 – September 2000*

- Spent 15 months rotating in several departments in the company, including Passenger Services, Finance, Revenue Management, Strategic Planning, Hotel Operations, Sales, Internet Development, and time aboard the S/S Norway to gain thorough understanding of NCL's business, policies and processes
- Analyzed various cruise itineraries using financial modeling and competitive benchmarking techniques, and presented findings to senior management
- Initiated review of marketing honeymoon programs and through redesign, saved company \$1 million annually
- Served as Project Manager on 1) renovating Miami pier check-in operations to enhance productivity and guest satisfaction, and 2) developing guest passport program for those sailing on NCL Hawaii cruises

### **American Bankers Insurance Group**

Miami, Florida

*Business Process Reengineering (BPR) Intern, May 1996 - August 1996*

- Reengineered underwriting processes through flowcharting and analysis of work flows
- Developed online program implementations and trained underwriters in using them
- Provided management with spreadsheet analyses of weekly and monthly summary output

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## REFERENCES

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