THOMAS KERNODLE, Ph.D.

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**EDUCATION:**

Ph.D., 2007, Touro University International, Cypress, CA. Business Administration

M.B.A., 2001, Regis University, Denver, CO. Business Administration

B.S., 1999, New Jersey City University, Jersey City, NJ. Business Management

**ACADEMIC APPOINTMENTS:**

2009 – Present *Associate Professor* SUNY/Empire State College

New York, NY

* Courses instructed
  + *Business Ethics*
  + *Business Math*
  + *Diversity in the Workplace*
  + *Health Care Management*
  + *Human Resource Management*
  + *International Business*
  + *Introduction to Business*
  + *Labor Relations*
  + *Leadership*
  + *Logistics*
  + *Management History and Theory*
  + *Management Information Systems*
  + *Microeconomics*
  + *Operations Management*
  + *Organizational Behavior*
  + *Organizational Theory and Development*
  + *Principles of Economics*
  + *Principles of Management*
  + *Principles of Marketing*
  + *Sports Management*
  + *Statistics*
  + *Strategic Management*
  + *Supply Chain Management*
* Serve as the unit coordinator for the Staten Island campus providing effective leadership to the faculty and professional staff, with responsibilities to oversee the entire operations of the site
* Serve as the primary professor on campus in the Business, Management, and Economics area of study
* Instruct students in various academic settings, including study groups and independent studies
* Mentor students in academic degree planning, career counseling, and advisement for registration
* Design comprehensive coursework for various courses
* Design educational degrees which satisfy college requirements and students’ needs
* Manage student learning outside of the classroom via ANGEL and Moodle learning platforms
* Member of the Faculty Life Issues Committee, whose functions include raising concerns of issues that affect the personal lives of faculty, coordinating social events and networking, and addressing concerns of new faculty members
* Member and Co-chair of the Center Personnel Committee, whose function is to collect and organize data, and make recommendations to determine academic reappointments and promotions for tenure-track faculty members
* Member of the Dean’s Strategic Planning Committee
* Member of various search committees to hire faculty and professional staff
* Center representative of the College-Wide Committee for Undergraduate Studies and Policies (CUSP)
* Member of a CUSP sub-committee to revise and modify the college’s admission policies and procedures
* Member of the Degree Planning Assessment Committee, whose functions include reviewing and auditing students’ degree programs
* Participated in the Business, Management, and Economics Assessment in the Major project

2007 – Present *Adjunct Professor of Business Administration* Trident University International

Cypress, CA

* Courses instructed:
  + *Introduction to Supply Chain Management*
  + *Operations Management Control*
  + *Introduction to Global Logistics Management*
  + *Capstone Course in Logistics*
  + *Introduction to Operations Management*
  + *Introduction to Project Management*
  + *Foundations of Project Management*
  + *Managing the Supply Chain*
  + *Managing the Global Logistics Chain*
  + *Managing Logistics Operations*
  + *Business Analytics and Decision Making*
  + *Competitive Analysis and Business Cycles*
  + *Macroeconomics*
  + *Microeconomics*
  + *Quantitative Reasoning*
  + *Statistical Methods for Six Sigma and Quality*
  + *College Mathematics*
  + *Advanced Design and Analysis Methods for Quality Assessment*
* All courses instructed and moderated through distance learning/online format.
* Responsible for grading student assignments
* Moderate a Threaded Discussion Board and respond to students’ questions and postings
* Assist with course development for business courses
* Participate in faculty training sessions

2007 – Present *Adjunct Professor of Business Management* Berkeley College

New York, NY

* Courses instructed
  + *Organizational Behavior*
  + *Principles of Management*
  + *Business Ethics*
  + *Organizational Theory and Development*
  + *Managing for Change*
  + *Human Resource Management*
  + *Placement Seminar*
  + *International Business*
  + *Business Organization and Management*
  + *Customer Service Management*
  + *Leadership*
* Design syllabi outlining course outcomes, schedules and requirements
* Adhere to curriculum standards designated by the college
* Prepare progress reports for each student
* Manage student learning outside of the classroom via Blackboard
* Instruct courses both online and on-site

2006 – 2008 *Professor of Business Management* St. Peter’s College

Englewood Cliffs, NJ

* Courses instructed
  + *Labor Relations*
  + *Diversity in Management*
* Design syllabi outlining course outcomes, schedules and requirements
* Participate in textbook review and selection
* Adhere to curriculum standards designated by the college

2005 – 2007 *Professor of Mathematics* Union County College

Cranford, NJ

* Courses instructed
  + *Elementary Algebra*
  + *Intermediate Algebra*
  + *Elementary Statistics*
* Adjunct professor in the Mathematics Department
* Design syllabi outlining course outcomes, schedules and requirements
* Achieved 100% student pass rate during Spring 2006 for Algebra section of New Jersey Basic Skills Assessment Exam

2003 – 2005 *Professor of Statistics* Cumberland County College

Vineland, NJ

* Instructed two sections of *Statistics I* during each semester
* Designed course syllabus outlining the schedule and requirements
* Followed the curriculum guidelines and created appropriate examination materials
* Prepared progress reports for each student

2002 – 2003 *Graduate Assistant* Touro University International

Cypress, CA

* Assisted professors in instructing graduate level business courses for Business and Information Technology
* Advised students on course material and assignments
* Responsible for reading and assigning grades to student assignments

##### Involved in planning curriculum for Business Management and Information Technology courses

**DOCTORAL RESEARCH AND DISSERTATION**

* 2007 – Antecedents and Consequences of Organizational Citizenship Behavior: A Hierarchical Linear Modeling Study

**DOCTORAL DISSERTATION COMMITTEE MEMBER**

* Tyson Moore, TUI The relationship between employee exercise and job related outcomes. Chair: Dr. Joshua Shackman; Committee: Dr. Sheila Lewis, Dr. Thomas Kernodle

**PUBLICATIONS**

* Kernodle, T. (in press) Glass Ceiling: Overview. In K. L. Nadal (Ed.), Sage Encyclopedia of Psychology and Gender. Thousand Oaks, CA: Sage Publications.
* Kernodle, T. (in press) Workplace Sexual Harassment. In K. L. Nadal (Ed.), Sage Encyclopedia of Psychology and Gender. Thousand Oaks, CA: Sage Publications.
* Kernodle, T. (in press) Experiences of women in corporate positions. In K. L. Nadal (Ed.), Sage Encyclopedia of Psychology and Gender. Thousand Oaks, CA: Sage Publications.
* Kernodle, T. A., & Noble, D. A. (2013). Organizational citizenship behavior: Its importance in academics. *American Journal of Business Education, 6*(2).
* Kernodle, T. A. & Torino, G. C. (2012). Team teaching Diversity in the Workplace: Our story. *All About Mentoring, 42,* 109-113.
* Kernodle, T. A. (2009). Effective media use: Using film and television to instruct an organizational behavior course. *American Journal of Business Education, 2*(8), 37-50.

**PRESENTATIONS**

* Kernodle, T. (2016). Organizational Citizenship Behavior An Examination of the Dimensions of Civic Virtue and Self-Development (Best Paper Award). Presented at The Clute International Conference.
* Kernodle, T. (2015). Organizational Citizenship Behavior: An Empirical Examination of its Dimensions. The Eastern Academy of Management Annual Meeting.
* Kernodle, T. Noble, D. (2015). Poster Session: Organizational Citizenship Behavior. Empire State College All-College Conference.
* Kernodle, T. (2014). International Management: Understanding Diversity for International Business Success. Presented at the Instituto Tecnológico de Santo Domingo (INTEC) business seminar.
* Kernodle, T., & Torino, G. C. (2014). Interdisciplinary Approaches to Teaching Business Management Courses. Presented at the Tri-State Best Practices Conference.
* Kernodle, T., (2014). Antecedents and Consequences of Organizational Citizenship Behavior: A Hierarchical Linear Modeling Study. Presented at The Eastern Academy of Management Annual Meeting.
* Kernodle, T., (2014). Organizational Citizenship Behavior: Explanation, Dimensions and Examples. Presented at The Clute International Conference.
* Kernodle, T., Torino, G. C., (2014). Effective Pedagogical Practices In Business Education: Team Teaching Diversity In The Workplace. Presented at The Clute International Conference.
* Kernodle, T., Noble, D. (2012). Organizational Citizenship Behavior: Its Importance in Academics. Presented at The Clute Institute International Conference
* Noble, D., Kernodle, T. (2011). Organizational Citizenship Behavior. Presented at an Empire State College Metropolitan Center Meeting
* Souza, M., Kernodle, T., Goldberg, R., Siller, R. (2010). It’s the Concentration! Presented at the Empire State College All-College Conference

**CONFERENCES ATTENDED**

* The Clute Institute International Conference, Orlando, FL, January 2016
* Eastern Academy of Management Annual Conference, Philadelphia, PA, May 2015
* Eastern Academy of Management Annual Conference, Newport, RI, May 2014
* The Tri-State Best Practices Conference. Lyndhurst, NJ, March 2014
* The Clute Institute International Conference, Orlando, FL, January 2014
* The Clute Institute International Conference, Orlando, FL, January 2012
* The Academy of Business and Retail Management, Boston, MA, July, 2011

**RESEARCH INTERESTS**

* Organizational Citizenship Behavior
* Leadership Theory
* Labor Union Commitment
* Organizational Behavior
* Healthcare Environment
* Supply Chain Management

**WORK EXPERIENCE:**

2009-2011 *Self-Employed Consultant* Tom Kernodle Consulting

New York, NY

* Provide consulting services to healthcare organizations in the fields of Supply Chain Management and Information Technology

2007-2009 *Director of Distribution Services* Brooklyn-Queens Healthcare of New York

New York, NY

* Provide leadership for the Distribution Services portion of the Materials Management department, which includes Receiving, Storeroom, Medical Equipment, Linen, Inventory Purchasing, and Central Sterile Supply for a multi-facility medical institution
* Responsible for the distribution, control and logistics of all incoming supplies, linen, and equipment for three hospitals
* Manage 45 full-time employees in a union environment, including 3 managers and 2 supervisors
* Chair of a corporate, organization-wide Value Analysis Committee
* Responsible for the education, training, and development of entire distribution staff
* Involved in the implementation and maintenance of new inventory management systems to provide efficient distribution methods of supplies for hospital end-users

2005 – 2007 *Director of Supply Chain Management* Saint Vincent’s Catholic

Medical Center

New York, NY

* Provide leadership to the Supply Chain Management department in a medical institution which consists of Receiving, Storeroom, Central Supply, Mailroom, Print Shop, Laundry, Linen, and Operating Room Materials Management
* Manage up to 100 full time employees in a union environment
* Work with vendors to negotiate pricing and payment terms
* Involved in the implementation and maintenance of new inventory management systems, including reengineering of Operating Room supply processes and several implementations of point of use technology
* Responsible for purchasing, managing, and selling equipment
* Perform routine and special duties as Director of Materials Management
* Member of several hospital operations committees:
* Value Analysis Committee, which determines changes and improvements in materials and services
* Critical Care Committee
* Emergency Response Team and Decontamination Team
* Labor-Management Relations Team, which aims to improve communications and relations between employees and management
* Fast Track Working Group, which addresses needs of the Urgent Care Center
* Operating Room Purchasing Steering Committee
* Cardiac Cath Lab Inventory Management Committee

1993 – 2005 *Store Room Manager* Saint Vincent’s Catholic Medical Center

New York, NY

* Responsible for the logistics of materials, including preparing orders and overseeing the distribution and transportation of deliveries
* Monitored stock levels of inventory, as well as maintained optimal reorder points, economic order quantities, and par levels
* Processed and monitored purchase orders for both stock and specialty supplies
* Charged costs of inventory issued to various departments’ budgets
* Maintained customer service, including pricing, invoicing, and scheduling
* Prepared variance reports outlining discrepancies of inventory cycle counts
* Responsible for identifying and attaining benchmark performance indicators such as reduced stock outs, inventory valuation reduction, and specific degrees of efficiency
* Periodically served as interim director at various facilities as needed

**PROFESSIONAL AREAS OF EXPERTISE**

* Supply Chain Management
* Healthcare Administration
* Employee Behavior
* Change Management
* Materials Management Information Systems (MMIS)
* Lawson Software
* Meditech Software
* Pyxis Software

**ACADEMIC HONORS AND AWARDS RECEIVED**

* Delta Mu Delta National Honor Society for Business Administration
* Member of the National Dean’s List
* 1999 Nominee for the US Achievement Academy’s All-American Scholar

**PROFESSIONAL ORGANIZATIONS:**

* Member of the Academy of Management (AOM)
* Board member of The Clute Institute
* Member of the Eastern Academy of Management (EAM)
* Member of the Society for the Advancement of Management (SAM)
* Member of the Association for Healthcare Resource & Materials Management (AHRMM)
* Member of the American Hospital Association (AHA)