

Ayanna Rashida Cummings
ayanna_cummings@yahoo.com
Atlanta, Georgia-Based

Education **PhD, Industrial/Organizational Psychology**, Consumer Behavior and Social Power Research
City University of New York, Baruch College, New York, NY, **Awarded September 2017**
Dissertation: "The effects of social power bases within varying organizational cultures"
Dissertation Advisor: Harold Goldstein, PhD
MAGNET Presidential Fellow, 2000-05, Dean K Harrison Fellow, 2005-06, 2014-15

MPhil, I/O Psychology, June 2014, CUNY Graduate Center

MS, I/O Psychology, 2014 MS/PhD Program in I-O Psychology, Consumer Behavior & Social
Power Research
Baruch College, New York, NY
Thesis: "The effects of scarcity and price on consumer value and purchase behavior"
Thesis Advisor: Loren Naidoo, PhD

M.Ed., Educational Leadership, March 2012
Concordia University, Portland, OR, March 2012
TEACH Grant, HotChalk Scholar

MBA in Marketing, 2007
Clark Atlanta University, Atlanta, GA
Journey to Excellence Scholar, 2005-06, Lettie Pate Whitehead Scholar, 2006-07

BA in Psychology, 2000
Hampton University, Hampton, VA
Presidential Scholar 1996-2000

Certificate of Paralegal Studies, Business Technologies, 2010
Atlanta Technical College, Atlanta, GA
HOPE Scholar

SPHR Certification, HRCI, 2018

Selected Publications

- Cummings, A. & Elam-Evans, L. (1998). *The impact of stressful life events on perceived stress in Black women*. Poster Presentation, Society for Pre- and Peri-natal Research Conference, Baltimore, MD.
- Weiner, R., Reichman, W., & Cummings, A. *Drug Tests in Public Institutions* (2001). Judicial Notebook, Monitor on Psychology, 32(5). Note: "Judicial notebook" is written by the Courtwatch Committee of APA's Div. 9.
- Cummings, A. (2008). *Effects of Scarcity and Price on Consumer Value and Purchase Behavior*, Poster Pres, 88th Annual Nat'l Council of Social Studies, Houston, TX.
- Cummings, A. (2008). *The Stereotype/Emotion Interaction in Organizational Decision-Making*, Poster Pres, Psych and Social Justice Conference, New School University, NY, NY.
- Cummings, A. (2012). *The use of a Flexible Mathematics Problem Solutions intervention as Georgia High School Graduation Test score predictor among Secondary Public Schools students in a Predominantly African-American district: A proposal for Educational Research*. 40th Annual Conference of the National Association for Ethnic Studies, New Orleans, LA, April 5-8, 2012. *Also presented as poster 1/22/2016 at 9th Annual Subway Summit, CUNY Graduate Center, New York
- Cummings, A. & Michaels, S. (1999). *Self-esteem, body image, eating disorders and obesity in African-American College Women*. Hampton University Social Science Research Center. Poster Presentation.
- Cummings, A., et al. (1999). *Sexual attitudes and behaviors of an age-stratified sample of African-American Women*. Hampton University Sociology Department Paper and Class Poster.
- Cummings, A. (2017). *Effects of social power bases in varying organizational cultures*. Oral Presentation. Association of Black Psychologists Annual Convention, Houston, Texas.
- Cummings, Ayanna (2017). *The Effects of Social Power Bases Within Varying Organizational Cultures*. CUNY Academic Works. https://academicworks.cuny.edu/gc_etds/2313
- Cummings, A. (2018). *Power, Culture and Race: Beyond Enchroma to Understanding for Effective Organizational Leadership*. Xlibris: Bloomington, IN.
- Cummings, A. (2019). *The Effects of Social Power Bases Within Varying Organizational Cultures*. Poster Presentation. American Psychological Association Annual Convention, Chicago, Illinois, August 8, 2019.

- Cummings, A.R. & Thomas, R. (2020). *The effects of stereotyping on personnel decision-making aided by decision support tools (AI)*. *Work in Progress at Georgia Institute of Technology Decision Process Laboratory.
- Cummings, A.R. (2020). *The Stereotype/Emotion Interaction in Decision-Making and Evaluation Contexts*. American Psychological Association Annual Convention, 2020 Poster Presentation (Virtual, August).
- Cummings, A. (2021). The Intervention: Mitigating Unconscious Bias and Overt Discrimination, Celebrating Successes, and Transcending the Feedback & Criticism into Positive Change for Ourselves and Our Communities. *Academia Letters*, Article 2199. <https://doi.org/10.20935/AL2199>.

Academic Experience

- **Adjunct Psychology Professor & Post-Doctoral Scholar**

Georgia Institute of Technology, Atlanta, GA (Dr. Christopher Stanzione, Professor, 770-274-5714) 01/20-05/21

Duties: Instructing Psychology course **General** Psychology PSYC 1101; *Highlights of Relevant Industry Experience*: Diversity in cross-cultural & multicultural instructional material & audiences; oral presentation using PPT & visual aids. Large-group performance facilitation; interface with students via various multimedia platforms including Canvas and Launchpad (Macmillan Publishers); create course content and manage large class activities; devise lesson plans; develop research agendas and grade/critique student research and experimentation; facilitate classroom dialogue using iClicker tools for instantaneous poll, quiz and attendance results, etc.

- Research, design, collect experimental data, and write written reports about psychological experimental studies on topics such as racial bias in performance appraisal artificial intelligence systems, racial bias in recruiting artificial intelligence decision support tools, and racial bias in policing.

- **Psychology Instructor**

Baruch College, C.U.N.Y. – NY, NY (Dr. Glenn Albright, 646-312-3780) 01/01 – 08/08

Duties: Instructed Psychology courses including Social, **Abnormal**, Developmental, Psychology of Life Experience; History/Evolution, Experimental, General Psychology/Learning Community; *Faculty Participation*: PSY 1001 LC General Psych Learning Community, Recitation Instructor; Team Research Lead; *Highlights of Relevant Industry Experience*: Diversity in cross-cultural & multicultural instructional material & audiences; oral presentation using PPT & visual aids.

- **Psychology Instructor**

LaGuardia Community College – Long Island City, NY (Dr. Lakshmi Bandlamdi, 718. 482.7200) 01/05 – 05/05

Duties: Instructed General Psychology, Developmental Psychology; *Highlights of Relevant Industry Experience*: Diversity in cross-cultural & multicultural instructional material & delivery to diverse audiences; oral presentation using PPT & visual aids.

- **Psychology Instructor**

Bergen Community College – Paramus, NJ (Dr. Phil Dolce, Chair, 201.447.7100) 09/02 = 04/03

Duties: Instructed Core Psychology disciplines incl. General, Developmental, Psych of Human Relations; Faculty Participation: Faculty Senate Mbr; *Highlights of Relevant Industry Experience*: Human Relations course esp. relevant. Diversity in cross-cultural & multicultural instructional material & delivery to diverse audiences; oral presentation using PPT & visual aids.

Honors & Awards

Hampton University Forty Under 40 Society 2018; Presidential Scholar, Hampton University 1996-2000, MAGNET Presidential Fellow, CUNY Graduate Center 2000-2005, Dean K. Harrison Fellow, CUNY Graduate Center 2005-06, 2014-15, Fall 2015, Rising Star, Augusta Chronicle, 2012, National Black MBA Association Atlanta Chapter PhD Scholar 2009, Clark Atlanta University Black MBA & Daimler Chrysler Case Competition Team, GA HOPE Scholar 09-10, Booz Allen Organization & Change Team Case Internship Winner, CUNY Fellow/Mina Rees Library 2008, Home Depot Procurement Market Analysis Consulting Team

Affiliations & Community Service

Alpha Kappa Alpha Sorority, Inc. (Pi Alpha Omega Voices Lead), Hampton University Forty Under 40 Society Class of 2018, National Hampton Alumni Association Atlanta Chapter Executive Board/Committee & PR Chair, Alumni Choir Founder & Director 2007; Urban League of Greater Atlanta Young Professionals, Social and Cultural Committee, Gate City Bar Association Paralegals Treasurer 2014, Corporate Relations (NYC Black MBA Association), CASH Program, , Mentor (NYC BMBA), Society for Industrial and Organizational Psychology, Society for Human Resources Management, American Marketing Association Chapter President 2006-07, Student Affairs, Leaders Of Tomorrow, & Community Committees (ATL BMBA), 08-09, Volunteer, Rosedale Achievement Center, Hampton University Student Leaders, Adopt-A-School, Honors College Executive Board, Doctoral Students Council, Principal Cellist Orchestra (Various, including Cascade United Methodist Instruments of Praise and Sin-fo-Nia), Soloist & Singer (Various, including Cascade United Methodist Women's Chorus), 05-Present , Middle- High- College & Graduate School Tutor in Writing, Math, Language Arts, Spanish & Social Sciences, Payne & Glory Mother/Daughter Retreat Speaker on Self- Esteem and Apex Museum Speaker on Self-Esteem; Speaker at Urban League of Greater Atlanta Young Professionals Mental Health Symposium 2018; Appeared on WAOK Radio Show w/ Dr. F. Keith Slaughter September 2019 re Tapestry Diversity, Equity & Inclusion Roundtable; Speaker, Urban League of Greater Atlanta Young Professionals Mental Health Summit 2018

Computer/Office Skills

SPSS, SAS, MSOffice Professional Suite (Word, PPT, Excel, Access), SQL, Internet, LexisNexis & WestLaw, Freelance, FilePro, WordPerfect, Windows, OpenOffice, Typing 90 WPM, Canvas, Blackboard, iCollege, Macmillan Launchpad, McGaw-Hill Connect