

**Thomas E. Heinzen, Ph.D.**  
**Psychology Department, William Paterson University**  
905 Bloomfield Ave., Glen Ridge, NJ 07028 heinzent@wpunj.edu

**Education:** Ph.D. in Social and Personality Psychology, SUNY-Albany, 1989. Licensed Clinical Psychologist: New York State. BSGS, Rockford College, 1986, magna cum laude.

**History of Job Titles:**

Glazier – glass cutter, installer, and window repair.

Line worker – bolt threader: Rockford Bolt and Steel, Assembly: Structo Toys (Freeport, Illinois)

Maintenance mechanic – wire maker. Essex Wire Factory. (Rockford, Illinois)

Direct Sales. Duro-Test Corporation (Northwest Illinois)

Adjunct professor. State University of New York at Albany, Skidmore College, Siena College, Russell Sage Colleges, New York State Prison System (Coxackie, Greene, Hudson)

Education Evaluator: Rockefeller College of Public Policy (Albany, New York)

Professor of Statistics and Social Psychology (Wayne, New Jersey)

Textbook Author: Worth Publishers (Statistics), SAGE Publishers (Social Psychology)

Retired from teaching, 2019, Professor Emeritus

Applied Game Designer for Student Retention: William Paterson University of NJ

**Research and public performances:** 43 books, book chapters, and peer-reviewed journal articles, keynote/invited speaker at Association for Psychological Science, Drew University Technology Day, Teaching of Psychology (TOPs) conferences and, regular journal reviewer, empirical studies of artistic products, ~60 student-mentored research presentations, one 30-minute documentary on creativity by the frail elderly, plus private and governmental reports and consultations as noted. Numerous professional societies.

**Community Service:** Departmental committees; departmental chairperson; ~ 50 career-planning workshops within the William Paterson University community; founder of the Institute for Creative Aging; ~ 70 in-services, public presentations, and colloquia to hospitals, nursing homes, high schools, universities, and professional conferences; president and executive committee membership Friends of the Library; approximately 1,000 supervised clinical consultations per year for 11 years, mostly in geriatrics, board of directors Eastern Psychological Association.

**Teaching:** Various recognitions from the psychology club; keynote/invited speaker at regional and national teaching conferences; recurring presentations to students, faculty, and various external audiences; author of three innovative books for teaching psychology; author of articles and presentations on the teaching of psychology; undergraduate internship coordinator.

**What's Missing:** A long list of failures, missed opportunities, dumb luck, and gracious help from others.



***Thomas E. Heinzen, Ph.D.***

Professor Emeritus, Psychology Department  
William Paterson State University of New Jersey  
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905 Bloomfield Ave., Glen Ridge, NJ, 07028

**Research and Professional Affiliations (1986-2019)**

Northeast Educational Research Association

State University of New York at Albany: Ph.D. in Experimental Social Psychology, 1989

Rockford College, Rockford, Illinois: B.S.G.S. in Psychology and Writing, 1986, Graduated  
Magna Cum Laude

Fellow, American Psychological Society (APS)

Fellow, American Psychological Association (APA): Division Memberships (General, Teaching  
Psychology, Quantitative, Aging, Arts)

Fellow, Eastern Psychological Association: Former Board of Directors

Northeast Teaching of Psychology Society

Society for the Teaching of Psychology (STP)

New York Academy of Science (NYAS)

National Council on Undergraduate Research (NCUR)

American Theater Professionals (Playwrights division)

American Evaluation Association (AEA)

International NETWORK of Performing and Visual Arts Schools

Licensed Psychologist, New York State: # 012043, as of 3/2/1994

**Employment History**

1989: PhD from the State University of New York at Albany in Social and Personality  
Psychology

1989: Senior Research Associate in Evaluation Research for the Public Service Training  
Program (PSTP), Professional Development Program of The Rockefeller College of  
Public Affairs and Policy at the State University of New York at Albany

1991: Appointed as Assistant Professor in Department of Psychology

1994: Clinically licensed psychologist, # 012043

1994: Fellowship at The Ellis Institute for Rational Emotive Behavior Therapy, Supervisors

Albert Ellis and Dr. Ray DiGuiseppe.

1997: Associate Professor, William Paterson University

2003: Full Professor, William Paterson University

2014: Elected Fellow of the Eastern Psychological Association

2015: Elected Board of Directors Eastern Psychological Association

2016: Elected Fellow of the Association for Psychological Science

2017: Elected Fellow of the American Psychological Association (Div. 1)

2019: Professor Emeritus, William Paterson University

2020: Founder, YERTLE LLC Game design company

### **Game Design Research and Products**

Heinzen, T. (2021, in development). Deception Detection – a game designed to undermine confidence in intuitive face-reading abilities. Developer: Mission Critical Studios.

Heinzen, T. (2021). *First Term Survivor* – a game designed to increase college student retention. Developer: Mission Critical Studios.

Heinzen, T. & Ivezaj, S. (2019). Fat points and fairness: Inserting a minor game mechanic in the syllabus. *Journal of Applied Testing Technology*, 20, 1-9.

Heinzen, T. (March, 2019). Game-based assessment. Critical thinking in the psychology classroom: Evidence based pedagogy tools and assessment. With Susan Nolan, Eric Landrum, Dana Dunn, Suzanne Baker. Symposium at the *International Convention of Psychological Science (ICPS)*: Paris.

Heinzen, T. E. & Ivezaj, S. (March, 2018). Fat Points and Game Design. Eastern Psychological Association: Philadelphia, PA.

Heinzen, T. E. (March 2017). Organizer/Moderator: *Game Design Symposium*. Eastern Psychological Association. Boston, MA.

Heinzen, T. E. & Goncharova, Y. (March, 2017). A game design citation analysis. *Game Design Symposium*, Eastern Psychological Association: Boston: MA.

Heinzen, T. E. (March, 2017). Game design and student retention: An opportunity for New Jersey Edge. *New Jersey Edge Conference Faculty Forum*, Monmouth University: Monmouth, NJ.

Heinzen, T. E. (May, 2017). Gameful design and student retention. Presented to the

Pioneer Student Success Instructors. William Paterson University.

Heinzen, T. E. (May, 2017). Game design and student retention: Testing Tinto's non-alignment hypothesis. Presented to the William Paterson University Student Retention Committee.

Heinzen, T. E. (February, 2016). Keynote speaker: The Extravagant Promises of Game Design to Higher Education. Drew University's Teaching Technology Day. Drew University.

Heinzen, T. E. (March, 2016). Gamification workshop: *NJEdge Faculty Forum*, Rutgers University.

Heinzen, T. E. (March, 2016) Game design and student retention. *NJEdge Faculty Showcase*: Stevens Institute of Technology.

Heinzen, T. E., Gordon, M., Landrum, R. E., Gurung, R. A., Dunn, D. S., & Richman, S. (2015). A parallel universe: Psychological science in the language of game design. In *Gamification in Education and Business*, (T. Reiners and L. C. Wood, Eds.), New York: Springer Publishing.

Heinzen, T. E., Landrum, R. E., Gurung, R. A., & Dunn, D. S. (2015). Game-based assessment: the mashup we've been waiting for. In *Gamification in Education and Business*, (T. Reiners and L. C. Wood, Eds.), New York: Springer Publishing.

## Published Research and Recently Submitted Papers

### Books, Chapters, and Journal Articles:

Heinzen, T. & Goodfriend, W. (2021, 2e). *Social Psychology*. Thousand Oaks, CA: SAGE Publishing.

Heinzen, T. & Goodfriend, W. (2021, 2e). *Case Studies for Teaching Social Psychology*. Thousand Oaks, CA: SAGE Publishing.

Heinzen, T. (2020). Research design. In B. Marshall *Loving Your Research Project*. New York: Springer Publishing.

Nolan, S. & Heinzen, T. (2020, 5e). *Statistics for the Behavioral Sciences*, New York: Worth Publishers.

Crall, P. & Heinzen, T. (2018). Scratching at the surface: When games are more than just games. *Westworld Psychology: Violent Delights*. New York: Sterling Publishers.

- Heinzen, T. (2017). How to lie with the Y-axis. In J. R. Stowell & W. E. Addison (Eds.), *Activities for teaching statistics and research methods in psychology* (pp. x-xx). City, State: American Psychological Association.
- Heinzen, T. E., Lilienfeld, S. O., & Nolan, S. A. (2016). Distinguishing a horse from a horse of another color, *PsycCRITIQUES*, Washington, DC.: American Psychological Association.
- Nolan, S. A., & Heinzen, T. E. (2016). *Statistics for the Behavioral Sciences*, 4e. New York: Worth Publishers.
- Heinzen, T. E., Lilienfeld, S. O., & Nolan, S. A. (2015). What a horse can teach us about self-deception. *Skeptic Magazine*, 20.
- Heinzen, T., Lilienfeld, S. & Nolan, S. A. (2015). *The Horse That Won't Go Away: Clever, Facilitated Communication, and the Need for Clear Thinking*. New York: Worth Publishers.
- Heinzen, T. (2014). Game-based assessment: Two practical justifications. *Aspiring Minds. Assess 2014*. New York: Retrieved from [aspiringminds.com/pages/assess/2014](http://aspiringminds.com/pages/assess/2014).
- Nolan, S. A., & Heinzen, T. E. (2011). *Essential Statistics for the Behavioral Sciences*. New York: Worth Publishers.
- Nolan, S. A., & Heinzen, T. E. (2009). Graphing literacy in the psychology major: Florence Nightingale and the creation of a beautiful display of data, *APS Observer*, 22, 33- 36.
- Heinzen, T. E., & Picciano, L. (2008). Ilk hunting for creative computer hackers. In *The International Handbook on Giftedness*, L. Shavinina, (Ed.), Springer Publishers: New York.
- Heinzen, T. E., & Nolan, S. A. (2008). The hierarchy of needs. In the *Encyclopedia of Social Problems*, V.N. Parillo (Ed.) Thousand Oaks, CA: Age Publications.
- Heinzen, T. E., & Nolan, S. A. (2008). Groupthink. *Encyclopedia of Social Problems*, V.N. Parillo (Ed.) Thousand Oaks, CA: Age Publications.
- Nolan, S. A., & Heinzen, T. E. (2008). Neuroticism. *Encyclopedia of Social Problems*, V.N. Parillo (Ed.) Thousand Oaks, CA: Age Publications.
- Heinzen, T. E. (2004). Perspectives: How patients use guilt to get more attention. *Annals of Long Term Care: Clinical Care and Aging*, 5, 4, 54.
- Heinzen, T. E. and Vail, N. (2003). Innovations by the frail elderly. In *The International*

*Handbook of Innovation*, (L. Shavinina, Ed.), Kidlington, Oxford, UK: Elsevier Science Ltd.

- Heinzen, T.E. (2003). Creative attributional self-talk. In *Critical Creative Processes*, M.A. Runco, (ed.): Hampton Press, Inc., New Jersey.
- Heinzen, T. E. (2003). Insights by the elderly. *Annals of Long Term Care: Clinical Care and Aging, Perspectives*, 11, 1, p. 17.
- Heinzen, T. E. and Holle, C. (2002). Control and response-ability: A scientific affirmation of Zucker's theological perspective. *Annals of Long Term Care: Clinical Care and Aging*, 10, 12 1, 24-28.
- Gurstelle, E., Heinzen, T. E., Makarec, K., deOliveira, J.L., and Holle, C. (2003). *Psychology, Learning, and Teaching*, 3, 1, 40-47. Helping students in introductory psychology process terrorist attacks.
- Heinzen, T. E. (2000). *Choosing Your Mystery: A Novel Way to Teach Statistics*, International Thomson Press.
- Makarec, K. and Heinzen, T. E. (2000). *Doing Psychology: A Workbook for William Paterson University Psychology Students*, International Thomson Press.
- Heinzen, T. E. (2000). *Eighty Dots: A Novel Way to Teach Psychology (2<sup>nd</sup> printing)*. International Thomson Press. Now republished with Academic Wine Press.
- Heinzen, T. E. (1999). *Eighty Dots: A Novel for General Psychology Students and Anyone Else Trying to Figure Out How to Figure It Out*. International Thompson Press.
- Heinzen, T. E. (1999). *Doing Psychology: A Workbook for General Psychology Students*. William Paterson University Psychology Department). Harcourt Custom Publishers, New York.
- Heinzen, T. E. (1999). Proactive creativity, *Encyclopedia of Creativity*, Academic Press, a Division of Harcourt Brace & Company, San Diego, CA. An invited publication.
- Heinzen, T. E. (1996). *Many Things to Tell You: Natural Poetry by People Living in Nursing Homes*, Seaburn Publishing, New York.
- Heinzen, T. E. (1996). Expectations and creativity: Even in a nursing home. *Clinical Geriatrics*, 8, 4, 15-16.
- Cameron, P. A., Mills, C. J., and Heinzen, T. E. (1995). The social context and developmental patterns of crystallizing experiences among academically talented

youth, *Roeper Review*, 17, 3, 197-200.

Heinzen, T. E. (1995). Commentary: The ethical evaluation bias. *Creativity Research Journal*, 8, 4, 417-422.

Saperstein, A., Triolo, B. and Heinzen, T. E. (1995). Ideology or experience: A study of sexual harassment. *Sex Roles*, 32, 11/12, 835-842.

Heinzen, T.E. (1994). *Everyday Frustration and Creativity in Government*, Ablex Publishing: Norwood, NJ.

Heinzen, T.E. (1994). Proactive and reactive creativity and situational affect. A chapter in *Affect and Creativity*, M.P. Shaw and M.A. Runco (eds.): Ablex Publishing: New Jersey.

Heinzen, T. E. (1993). Applying creativity paradigms to program evaluation. *Creativity Research Journal*, 4, 485-487.

Heinzen, T. E., Mills, C. J., and Cameron, P.A. (1993). Scientific innovation potential. *Creativity Research Journal*, 3, 261-270.

Heinzen, T. E. and Jablonka, K. (1991). Patterns of discharges of Vietnam-era veterans residing in New York State. *Hospital and Community Psychiatry*, 5, 539.

Heinzen, T. E. (1990). *The Frustration-Creativity Hypothesis*, U.M.I.: Ann Arbor, MI.

Heinzen, T. E. and Alberico, S. A. (1990). Using a creativity paradigm to evaluate teleconferencing, *The American Journal of Distance Education*, 4, 3-12.

Heinzen, T. E. and Pivorun, J. (1990). Longevity and supervisory power in New York State government, *Journal of Management Science and Policy Analysis*, 7, 275-282.

Heinzen, T. E. (1990). Creating creativity in state government, *Public Productivity and Management Review*, 14, 91-98.

Heinzen, T. E. (1989). Moderate challenge increases creative ideation. *Creativity Research Journal*, 2, 3-6.

Britt, M. A., Heinzen, T. E., and Teevan, R. C. (1989). The relationship of fear of failure to growth need strength and the job characteristics model. *Psychological Reports*, 64, 899-905.

Heinzen, T. E., Teevan, R. C., and Britt, M. A. (1988). Achievement, dominance, and creativity. *Psychological Reports*, 63, 443-446.

Teevan, R. C., Hartsough, W. R., and Heinzen, T. E. (1988). Personality correlates between

need for achievement and sub-scales of authoritarianism. *Psychological Reports*, 62, 959-961.

Colloquia, Presentations, Professional In-Services, and \*Game-Based Consultations Within WPU:

- Makarec, K. & Heinzen, T. (March, 2021). Mary Henle's Warning: *One Man Against the Nazis*. Presented at the *Eastern Psychological Association*, Virtual Conference.
- Goodfriend, W. & Heinzen, T. E. (April, 2018). Case studies in the teaching of psychology. Midwest Psychological Association, Chicago, IL.
- Heinzen, T. E. & Goodfriend, W. (January, 2018). Sticky teaching: Case studies and popular culture. National Institute for the Teaching of Psychology (NITOP).
- Heinzen, T. E. & Faulkner, C. (2018). An archival analysis of concussions in the PsycINFO database. William Paterson University Research Day.
- Heinzen, T. E. & Goncharova, Y. (March, 2017). A social-cognitive reconceptualization: "The Mass Media" from the Salem witchcraft trials to the moral panic over child sex abuse in daycares. *Game Design Symposium*, Eastern Psychological Association: Boston: MA.
- Heinzen, T. E. (January, 2017). The increasing acceptance of case studies in social psychology journals. Poster at the *Annual Conference of the Society for Personality and Social Psychology*, San Antonio: Texas.
- Heinzen, T. E. (January, 2017). Charles Darwin: Experimental social psychologist, Poster at the *Evolutionary Psychology Pre-Conference of the Annual Conference of the Society for Personality and Social Psychology*, San Antonio: Texas.
- Whitaker, H., & Heinzen, T. E. (June, 2016). Presentism redux. *Joint Meeting of ESHHS-Cheiron*. Barcelona, Spain.
- Heinzen, T. E. (March, 2016). Heinzen, T. E. (March, 2016). Using Galileo to Trick Students Into Distrusting Their Intuition. Eastern Psychological Association. Council of Undergraduate Psychology Programs, (CUPP). *Eastern Psychological Association*, New York: NY.
- Heinzen, T. E. (March, 2016). Game design across the centuries: Can game design increase

- student retention? Eastern Psychological Association. Council of Undergraduate Psychology Programs, (CUPP). *Eastern Psychological Association*, New York: NY.
- Heinzen, T. E. (March, 2016). Using Galileo to Trick Students Into Distrusting Their Intuition. Eastern Psychological Association. Council of Undergraduate Psychology Programs, (CUPP). *Eastern Psychological Association*, New York: NY.
- Heinzen, T. E., with Nolan, S., Silvestri, A., Fisher, P., Teague, S., Drout, C. E., Gera, D., Patel, K, T., & Vigorito, C. (March, 2015). Rethinking the purposes and requirements of undergraduate internships. Council of Undergraduate Psychology Programs, (CUPP). *Eastern Psychological Association*, Boston: MA.
- Holle, C. & Heinzen, T. (September, 2014). Legal cheating. *The Society for the Teaching of Psychology* (formerly Best (Practices): Atlanta, GA.
- Heinzen, T. E. (August, 2014). Two STEM pioneers in behavioral statistics: Florence Nightingale and Stella Cunliffe. *The National Meeting of the American Psychological Association*, Orlando: FL.
- Heinzen, T. (August, 2014). Game-based assessment: Two practical justifications. New York: Assess 2014. KDD Annual Computer Science conference.
- Heinzen, T. E. (June 2014). The social psychology of moral panics: The Salem witch trials and the false charges of child sex abuse in Edenton, NC. CHEIRON: The International Society for the History of Behavioral and Social Sciences, 46th Annual Meeting, Hood College, Frederick, Maryland, June 19-22, 2014.
- Heinzen, T. E. (2015). Stealth assessment, fat points, and game mechanics: When the points don't matter, they really do. *Aspiring Minds. Assess 2015*. (Accepted for the annual conference in Atlantic City, NJ).
- Heinzen, T. E. (April, 2014). Two STEM pioneers in behavioral statistics: Florence Nightingale and Stella Cunliffe. *Farmingdale teaching of psychology conference*, Westchester, NY.
- Heinzen, T. E. (March, 2014), with Silvestri, A., Fisher, P., Teague, S., Drout, C. E., Gera, D., Patel, K, T., & Vigorito, C. (March, 2014, accepted). Council of Undergraduate Psychology Programs, (CUPP). Game design and supplemental learning in statistics. *Eastern Psychological Association*, Boston: MA.
- Heinzen, T. E. (March, 2014). An historiometric foundation for game-based assessment.

*Eastern Psychological Association*, Boston: MA.

Heinzen, T. E. & Gordon, M. (June, 2014). Consultation with Provost W. Sandmann, Game-based activities on campus; focus on retention.

Heinzen, T. E. (February, 2014). Consultation with Christine Diehl, University Marketing and Public Relations department.

Heinzen, T. E. & Gordon, M. S. (January, 2014). Consultation with Pete Mandik and chairperson Barb Andrews, Philosophy Department.

Heinzen, T. E. (January, 2014). Consultation with IT department.

Heinzen, T. E. & Richman, S. (2013). An update on game-based assessment. *Atlantic Coast Teaching of Psychology Conference*. Monmouth University, NJ.

Heinzen, T. E. (April, 2013). Gamification of a statistics course. *Farmingdale teaching of psychology conference*, Westchester, NY.

Heinzen, T. E. (February, 2013). Game-based assessment. *Northeast teaching of psychology conference*. Bridgeport CT.

Heinzen, T. E. (March, 2013). Truces in the trenches of WW I. *Eastern Psychological Association*. New York, NY.

Nolan, S. A., Heinzen, T. E. & Green, B. A. (March, 2013). Symposium: Harnessing advances in the visual display of data. *Eastern Psychological Association*. New York, NY.

Nolan, S. A., Landrum, R. E., Richmond, A. S., & Heinzen, T. E. (Discussant). (March, 2013). Faculty tug of war: Student needs, career development, departmental goals, and APA undergraduate guidelines. Council of Undergraduate Psychology Programs, (CUPP). *Eastern Psychological Association*. New York, NY.

Heinzen, T. E. (May, 2013). The horse that will not go away. *National Meeting of the Association for Psychological Science, Teaching of Psychology institute*, Washington D.C.

Heinzen, T. E. (June, 2013). Clever Hans: A case of spontaneous self-deception. *Cheiron History of Behavioral Sciences Conference*, Dallas: TX.

Heinzen, T. E. (October, 2013). An introduction to game-based assessment. *Best Practices Conference*, Atlanta, GA.

Green, B., Bilwise, G., & Heinzen, T. (October, 2012). Outcomes from STP Presidential

Task Force on Statistical Literacy. *Best Practices: Teaching Statistics and Research Methods*, Georgia Southern University.

Heinzen, T. (October, 2012). The horse that won't stop teaching. An invited address to the Northeast Conference on the Teaching of Psychology (NECTOP).

Heinzen, T., Ranjan, S., & Makarec, K. (2012). Guidelines for info-graphics in the social sciences. Atlantic City, NJ: International Organization of the Social Sciences and Behavioral Research.

Heinzen, T., Ranjan, S., & Nolan, S. A. (2012, pending). Teach graphic literacy in 15 minutes. James Madison University: Eastern Teaching of Psychology Conference.

Heinzen, T. (2012). *What more can we learn from Clever Hans?* Pittsburgh, PA.: Eastern Psychological Association.

Nolan, S., Heinzen, T., & Vigoritto, M. (2011). Using history to teach the social sciences. Belgrade...

Heinzen, T. (2011). *Using history to teach healthy skepticism in General Psychology: Clever Hans*. Atlanta, GA: Best Practices in Teaching Psychology Conference.

Makarec, K., & Heinzen, T. E. (2011). *Using history to teach healthy skepticism: Phrenology*. First Annual Conference: The Atlantic Coast Teaching of Psychology, Monmouth University.

Heinzen, T. E. (2011). Advances in the Visual Display of Data. *The Sixth Annual Interdisciplinary Conference in the Social Sciences*. New Orleans: July, 2011.

Heinzen, T. E. (2011). *Truces in the trenches: Using history to teach prosocial behavior*. The 23<sup>rd</sup> Annual Farmingdale Conference on Undergraduate Teaching of Psychology. White Plains: NY.

Heinzen, T. E. (2011). *The evolution of cooperation in the trenches of WW I*. Annual Convention of the Eastern Psychological Association. Boston: MA.

Heinzen, T. E. (2011). *Life-long learning among the frail elderly: Reports from a nursing home*. Annual Convention of the Eastern Psychological Association. Boston: MA.

Heinzen, T. E. (May, 2010). *Motion Graphs: Five variables in a coherent visual display*. Association for Psychological Science, Society for the Study of Motivation: Boston, MA.

Heinzen, T. E. (March, 2010). *Is it time to teach Graphic Literacy?* Lilly West Conference of

the International Alliance of Teacher-Scholars. Pomona: CA.

Heinzen, T. E., & Nolan, S. A. (March, 2008). *The future of visual displays of data: Exercises in critical thinking*. The 22<sup>nd</sup> Annual Conference on Undergraduate Teaching of Psychology: Ideas and Innovations. White Plains, NY.

Nolan, S. A. & Heinzen, T. E. (January, 2008). Invited Speaker. *Using visual displays to teach critical thinking: From lies to insights*. National Institute for Teaching of Psychology (NITOP). St. Petersburg, Florida.

Nolan, S. A., & Heinzen, T. E. (October, 2007). Keynote address. *Reeling them in: Innovative teaching techniques that get students excited about statistics*. Mountain States Conference on the Teaching of Psychology (MTO) in Durango: CO.

Heinzen, T., & Nolan, S. A. (March, 2007). *Visual lies that teach graphic literacy*. In *The Infusion of Curriculum-Wide Proficiencies into the Undergraduate Curriculum* (S. A. Nolan & J. P. Buckner, Chairs). Symposium at the 78<sup>th</sup> Annual Meeting of the Eastern Psychological Association in Philadelphia, PA.

Heinzen, T.E. (1993 to present: Numerous presentations to high school, undergraduate, and graduate students, mostly related to career planning and listening skills.

Heinzen, T.E. (2004). Five Ways to Go to Graduate School for Free! WPU Psychology Club.

Heinzen, T.E. (2000-2008). When your parent enters a nursing home. Nyack Manor Nursing Home, Nyack, NY.

Heinzen, T.E. (2003). Fear of failure for artists: Origins and Consequences. International NETWORK of Performing and Visual Arts Schools, Orange County, CA.

Heinzen, T.E. (2003). Hartford School of Performing Arts: Career Planning and Goal Setting for Performing Artists.

Heinzen, T.E. (1995-2012). Approximately 60 presentations at William Paterson University of *80 Dots: A Goal Setting and Career Planning Workshop*, presented through Career Services (Ken Zurich), Admissions (Anthony Leckey and others), Readmit Student Workshop (Tom Haver, Dean), Freshman Seminar (Tom Jable), Senior Seminars in Psychology (varied faculty), Career Day. Also at Glen Ridge High School, N.J.

Heinzen, T.E. (2001-2007). Fear of failure and performance anxiety: Rutgers University, Masters Acting Program, Mason Gross School of Art. Beth Wicke, Faculty Coordinator.

Heinzen, T.E. (2001). Student Reactions to Use of a Novel to Teach General Psychology.

Teaching Psychology Conference, New York State.

Heinzen, T.E. (2000). Creative Aging. A workshop presented at the 15<sup>th</sup> Annual Senior Awareness Day Conference: "Aging Successfully in the 21<sup>st</sup> Century." Co-sponsored by the Rockland County Office for the Aging and SUNY Rockland County Community College.

Heinzen, T.E. (2000). Frustration and Creativity in Nursing Homes. A presentation at the 10<sup>th</sup> Annual Alzheimer's Association of Rockland County, Stony Point Conference Center.

Heinzen, T.E. (2000). Career Opportunities in Psychology. William Paterson University.

Heinzen, T.E. (2000). Creative responding to the critic within and the critic without: Rutgers University, Masters Acting Program, Mason Gross School of Art.

Heinzen, T.E. (1999). Identity Formation for Students and their Teachers, William Paterson University, Alternate Route Teacher Certification Program.

Heinzen, T.E. (1999). Goal Setting and Decision Making. For Dr. Tom Jable and the Freshman Seminar at William Paterson University.

Heinzen, T.E. (1999). *Classroom Expectations: The Misunderstood Influence of Self-Esteem*. For the Ad Hoc Committee on Classroom Expectations at William Paterson University, sponsored by the Senate/Provost Forum, the Center for Teaching Excellence, Dr. Robert J. Kloss.

Heinzen, T.E. (1999). *Identity formation for students and their teachers*. The A/R Alternate Route for Certification at William Paterson University, sponsored by the College of Education at William Paterson University, Professor Stan Wollock.

Heinzen, T.E. (1999). Creativity and Fear of Failure: Rutgers University, Masters Program in Acting, Mason Gross School of Arts.

Heinzen, T.E. (1998). *Journaling Your Dreams: for Senior Citizens Only*. Chilton Hospital.

Heinzen, T.E. (1998). *Dealing With Emotions After Placing a Parent in a Nursing Home*. Nyack Manor Nursing Home. A Family Support Group.

Heinzen, T.E. (1998). Creativity and Fear of Failure. Glen Ridge High School Peer Counseling Group.

Heinzen, T. E. (1998). Careers in Psychology. Glen Ridge High School Careers Seminar.

Heinzen, T.E. (1998). Creativity and Goal Setting: Career Planning for Actors. Rutgers

University, Masters Program in Acting, Mason Gross School of Arts.

Heinzen, T.E. (1997). *Creativity and Fear of Failure*. Glen Ridge High School Peer Counseling Group.

Heinzen, T. E. (1997). *Careers in Psychology*. Glen Ridge High School Careers Seminar.

Heinzen, T. (1997). *Goal Setting and Decision Making: Training the Trainer*. Wm. Paterson College Freshman Seminar Committee.

Heinzen, T. (1997). *Aging Creatively*. The Glen Ridge Senior Citizens Council.

Heinzen, T. (1997). *Aging and memory: Recollections of New York City by Nursing Home Residents*. Daughters of Miriam, New Jersey.

Heinzen, T. (1997). *Creativity and Aging*. Presented to the Wayne Adult Community Center. Wayne, New Jersey.

Cameron, P. Mills, C. and Heinzen, T. (1997). *Gender differences in the five factor personality development among pre- and post-adolescent gifted and talented high school students*. (American Psychological Society, May, 1997, Washington D.C.

Heinzen, T.E. (1997). *Fear of Failure and Creativity*. Rutgers University, Masters Program in Acting, Mason Gross School of Arts.

Hutchison, J. and Heinzen, T.E. (1996). *Multiple methods of assessing audio-visual services: Joining focus groups to survey research*. Internal Institute on Technology, Phoenix, Arizona.

Heinzen, T.E. (1996). *Goal setting and career planning*. The DuBois Scholars Program, Wm. Paterson College.

Heinzen, T.E. (1996). *Standing up for yourself so you can stand up for residents*. Lyden Nursing Home, Astoria, New York.

Heinzen, T.E. (1996). *Dealing with difficult co-workers*. Lyden Nursing Home, Astoria, New York.

Heinzen, T.E. (1996). *Creativity and Fear of Failure*. Glen Ridge High School Peer Counseling Group.

Heinzen, T. E. (1996). *Careers in Psychology*. Glen Ridge High School Careers Seminar.

Heinzen, T.E. (1996). *Everyday creativity*. Wm. Paterson College Continuing Education Lecture Series.

Heinzen, T.E. (1996). *Fear of failure and creativity*. Rutgers University, Mason Gross School

of Arts, Masters Acting Program.

- Heinzen, T.E. (1996). *Creativity as a psychological intervention in the nursing home*. Stephen ministers, Glen Ridge Congregational Church.
- Heinzen, T.E. (1995). *Recognizing creativity among nursing home residents*. Lyden Nursing Home, Astoria, New York.
- Heinzen, T.E. (1995). *Career goal setting seminar*. The DuBois Scholars Program, Wm. Paterson College.
- Heinzen, T.E. (1995). *The social psychology of undergraduate creativity*. National Conference on Undergraduate Research: Union College.
- Cameron, P.A. and Heinzen, T.E. (1994). *Images of women in American film: 1927-1990*. American Psychological Society conference, Washington, D.C.
- Heinzen, T.E. and Bedny, G. (1994). *How psychology was taught in the former Soviet Union*. National Institute on the Teaching of Psychology, 16th Annual Conference, American Psychological Association (APA): St. Petersburg, Florida.
- Cameron, P.A. and Heinzen, T.E. (1993). *Students' opinions, perceived value, and reported subsequent use of a psychology textbook as a function of informational/motivational input*. National Institute on the Teaching of Psychology, 15th Annual Conference, American Psychological Association: St. Petersburg, Florida.
- Heinzen, T.E. and Woll, R. (1993). *Doing psychology experiments: Nurturing intrinsic motivation in experimental psychology*. National Institute on the Teaching of Psychology, 15th Annual Conference, American Psychological Association (APA): St. Petersburg, Florida.
- Heinzen, T.E. (1992). *Applying a creativity paradigm to the evaluation of new technology* (Summer, 1992). The International Teleconferencing Association (ITCA): Washington, D.C.
- Heinzen, T.E. (1991). *Institutional helplessness in the New York State workforce*. Presented to The Governor's Office of Employee Relations, (GOER), Albany, New York.
- Heinzen, T.E. (1990). *Designing Evaluations for Training Programs in New York State: Creating a Valid Instrument*. State University of New York at Albany: Professional Development Program.
- Heinzen, T.E. (1990). *The effect of authoritarian and participatory class management styles*

*on students' intrinsic motivation.* Presented at the International Society for Exploring Teaching Alternatives, (ISETA): Indianapolis.

Heinzen, T.E. (1989). Tutorial *in Applications of SPSS for Graduate students: College of Social Welfare*, Rockefeller College of Public Affairs and Policy, State University of New York at Albany.

Heinzen, T.E. (1988). *An Emerging Social Psychology of Creativity*, SUNY-ALBANY.

### Creative Productions/Performances

Heinzen, T.E. and Miles, D. *They're 104 and 105 and Still Arguing Politics: A Political Documentary of the 20th Century.* (In production with Doug Miles and c4miles.tv)

Heinzen, T.E. (2004). Staged reading at 12 Miles West Theater, Professional theater, Montclair, NJ. For the New Jersey New Playwrights Festival. *Please Deceive Me.* Lenny Bart, Artistic Director.

Heinzen, T.E. (2003). Staged reading at 12 Miles West Theater, professional theater, Montclair NJ: *Battered Cups.* Lenny Bart, Artistic Director.

Heinzen, T.E. (2003). Staged reading at 12 Miles West Theater, professional theater, Montclair NJ: *Daniel's First Funeral,* Lenny Bart, Artistic Director.

Heinzen, T.E. (2003). Staged reading at 12 Miles West Theater, professional theater, Montclair NJ: *Christmas on Route 46,* Lenny Bart, Artistic Director.

Heinzen, T.E. (2002). Staged reading at 12 Miles West, professional theater, Montclair NJ: *Keep Dancing, Stella Dallas,* Lenny Bart, Artistic Director.

Heinzen, T.E. and Akrami, J. (1997). *Many Things to Tell You: Natural Poetry by People Living in Nursing Homes.* @ A video documenting and celebrating verbal creativity by people living in a nursing home (30 minutes).

### Mentored Presentations by Students:

Heinzen, T. E. (faculty advisor), Shipway, Agrusti, T., B, Kim, T., Salazar, A., Veras, E., & Grady, T. (March, 2015). Symposium: What would game-based higher education look like and feel like? The 29th Annual Farmingdale Conference on the Teaching of

Psychology: Ideas and Innovations, Westchester, New York.

Heinzen, T. E. (faculty advisor), Shipway, B., Kim, T., Agrusti, T., Salazar, A., Grady, T. & Veras, E. (March, 2015). Students may prefer a game-based degree audit system. *Eastern Psychological Association*, Philadelphia, PA.

Heinzen, T. E. (faculty advisor), Agrusti, T., Salazar, A., Shipway, B., Kim, T., Veras, E. & Grady, T. (March, 2015). Fat points and game mechanics (When the points don't matter, they really do.) *Eastern Psychological Association*, Philadelphia, PA.

Heinzen, T. E. (faculty advisor), T. Agrusti, Shipway, B., Kim, T., Salazar, A., Veras, E., & Grady, T. (March, 2015). What would game-based higher education look like and feel like? *Farmingdale teaching of psychology conference*, Westchester, NY.

Heinzen, T. E. (faculty advisor), Grady, T., Shipway, B., Agrusti, T., Salazar, A., Kim, T., & Veras, E. (January, 2015). Fat points and game mechanics (When the points don't matter, they really do.) *The 2<sup>nd</sup> Annual CUNY Games Festival*. CUNY Graduate Center, New York, NY.

Heinzen, T. E. (faculty advisor), Grady, T., Agrusti, T., Shipway, B., & Salazar, A., Kim, T., (November, 2014). Calling all gamers: What would a gamified university look like? *Greater New York Conference on Behavioral Research*, Marymount College, New York City, NY.

Lofaro, N., Ayres, R., Nassar, M. & Heinzen, T E. (March, 2014, accepted). Homodical ideations: Two failed replications in pilot tests. *Eastern Psychological Association*, Boston: MA.

Kaiser, M., and Heinzen, T. E. (March, 2013). Earned college credits and attitude toward using mental health services. *Eastern Psychological Association*. New York, NY

Ali, J., McCarthy, C., Sussman, C. (2012). Teaching researchers how to collect better data from MTurk. *Northeast Psychological Association*, Worcester Polytechnic Institute, Worcester: MA.

Debernardi, V. and Heinzen, T.E. (2003). Gender, family structure, and self-esteem. The 10<sup>th</sup> Annual North Jersey Undergraduate Psychology Research Conference at William Paterson University.

Wilkins, V. and Heinzen, T.E. (2003). The effects of source likability and the gender of the subject on message acceptance. The 10<sup>th</sup> Annual North Jersey Undergraduate

Psychology Research Conference at William Paterson University.

Gissona, N. and Heinzen, T.E. (2003). Gender, videogame play, and spatial problem solving. The 10<sup>th</sup> Annual North Jersey Undergraduate Psychology Research Conference at William Paterson University.

Cocchio, D. and Heinzen, T.E. (2003). The zeitgeist of the times and its influence on changing social roles. The 10<sup>th</sup> Annual North Jersey Undergraduate Psychology Research Conference at William Paterson University.

Barnes, N. and Heinzen, T.E. (2003). Gender and grade point average as predictors of knowledge of sexually transmitted diseases. The 10<sup>th</sup> Annual North Jersey Undergraduate Psychology Research Conference at William Paterson University.

Allen, P. and Heinzen, T.E. (2002). The effects of exercise on depression in a well young adult population. The 9<sup>th</sup> Annual North Jersey Undergraduate Psychology Research Conference at William Paterson University.

Biazzo, D.M and Heinzen, T.E. (1999). *The effects of maternal employment and gender on academic achievement motivation.* The 6<sup>th</sup> Annual North Jersey Undergraduate Psychology Conference at William Paterson University.

Bucco, A. and Heinzen, T.E. (1999). *The effects of consideration of future consequences and gender on objections to parent effectiveness training.* The 6<sup>th</sup> Annual North Jersey Undergraduate Psychology Conference at WPU.

Bernardes, K. and Heinzen, T.E. (1999). *The effects of creativity, gender and depression.* The 6<sup>th</sup> Annual North Jersey Undergraduate Psychology Conference at William Paterson University.

Turs, C. and Heinzen, T.E. (1997). *The effects of gender and religiosity on sex attitudes.* The 4<sup>th</sup> Annual North Jersey Undergraduate Psychology Conference at Wm. Paterson College.

Smith, A., Rizzo, A. and Heinzen, T.E. (1997). *The effects of GPA and area of study on the type and number of suggestions given on how to improve the psychology department.* The 4<sup>th</sup> Annual North Jersey Undergraduate Psychology Conference at Wm. Paterson College.

Kowalski, L. and Heinzen, T.E. (1997). *The effects of employment and intrinsic motivation on grade point average of full-time undergraduate college students.* The 4<sup>th</sup> Annual

- North Jersey Undergraduate Psychology Conference, AT Wm. Paterson College.
- DeAngelis, D. Engelbrecht, R., Caneja, J., Raczynski, S. and Heinzen, T.E. (1997). *Gender differences in sexual activity*. The 4th Annual North Jersey Undergraduate Psychology Conference at Wm. Paterson College.
- Norris, K. and Heinzen, T.E. (1997). *The effects of praise and creative personality scores on creativity levels*. The 4th Annual North Jersey Undergraduate Psychology Conference at Wm. Paterson College.
- Burns, P. and Heinzen, T.E. (1996). *Locus of control as a factor in the barnum effect*. The 3rd Annual Undergraduate Psychology Conference at Wm. Paterson College.
- Ennis, D. and Heinzen, T.E. (1996). *The effects of religiosity and locus of control on depression*. The 3rd Annual Undergraduate Psychology Conference at Wm. Paterson College.
- Kunicki, M. and Heinzen, T.E. (1996). *Who wrote it -- He or She?: Thirty-five years of gender inequity in the New York Times*. The 3rd Annual Undergraduate Psychology Conference at WPC.
- Salemme, M. and Heinzen, T.E. (1996). *Situational determinants of depression: Modeling nursing home depression among healthy college students*. The 3rd Annual Undergraduate Psychology Conference at Wm. Paterson College.
- Urlich, A. and Heinzen, T.E. (1996). *A Personal Presentation*. The 3rd Annual Undergraduate Psychology Conference at Wm. Paterson College.
- Kunneman, G. and Heinzen, T.E. (1995). *Researching signs at Liberty Science Center*, The 2nd Annual Undergraduate Psychology Conference at Wm. Paterson College.
- Sallo, J. and Heinzen, T.E. (1995). *Assignment of fault to rape victims*, The 2nd Annual Undergraduate Psychology Conference at Wm. Paterson College.
- Lesler, P. and Heinzen, T.E. (1995). *Locus of control within an academic specialization*. The 48th Annual Undergraduate Psychology Conference, Cedar Crest College, PA.; The 2nd Annual Undergraduate Psychology Conference at Wm. Paterson College.
- Kunneman, G. (1995). *Volunteers in Action*. Presented at College Student Learning and Volunteerism: Forming Community Partnerships, Morristown, NJ: Beneficial Management Corp.
- Saperstein, A., Triolo, B., and Heinzen, T.E. (1994). *Cultural differences in attitudes towards*

*sexual harassment.* The 47th Annual Undergraduate Psychology Conference, Muhlenberg College, PA.

Kunneman, G. and Heinzen, T.E. (1994). *Locus of control and parental drinking as predictors of first year college students' drinking.* The 47th Annual Undergraduate Psychology Conference, Muhlenberg College, PA.

Saperstein, A., Triolo, B., and Heinzen, T.E. (1993). *Ideology or experience: A replication and redefinition..* The 46th Annual Undergraduate Psychology Conference, Mount Holyoke College, MA.

Stampone, E. and Heinzen, T.E. (1993). *Effects of gender of rater and a woman's hair length on the likelihood of being sexually harassed.* The 46th Annual Undergraduate Psychology Conference, Mount Holyoke College, MA.

Surtees, K. and Heinzen, T.E. (1993). *The effects of gender of rater and physical condition of ratee on the likelihood of helping behavior.* Proceedings of the 8th Annual Lehigh Valley Undergraduate Psychology Conference, LaFayette College, PA.

Saperstein, A. and Heinzen, T.E. (1993). *Achievement attributions based on gender and type of coffee being purchased.* Hudson Valley Undergraduate Psychology Conference, Dominican College, NY.

Sangiomo, R. and Heinzen, T.E. (1992). *Psychological stages of response to physical functional loss.* Proceedings of the Seventh Annual Lehigh Valley Undergraduate Psychology Conference, Moravian College, PA.

Stagg, N. and Heinzen, T.E. (1992). *Changing motivations of volunteers over time.* Proceedings of the Seventh Annual Lehigh Valley Undergraduate Psychology Conference, Moravian College, PA.

West, T. and Heinzen, T.E. (1992). *Positive and negative adjustments to new siblings: A theoretical model.* Proceedings of the Seventh Annual Lehigh Valley Undergraduate Psychology Conference, Moravian College, PA.

Selected Government and Private Industry Reports and Papers:

Heinzen, T.E. (1991). *Report to The Center for Talented Youth: Johns Hopkins University,* The early identification of academic and innovative talent through parent and child

focus groups.

- Heinzen, T.E. (1991). Steering committee--*A survey of innovative human resource practices in New York State: An inventory of upper management*. For the Governor's Office of Employee Relations and the Professional Development Program, Rockefeller College of Public Affairs and Policy, New York State.
- Heinzen, T.E. and Pivorun, J. (1990). *A demographic study of Public Employee Federation (PEF) represented supervisors in New York State government*. Report to the Governor's Office of Employee Relations.
- Heinzen, T.E. and Pivorun, J. (1990). *Supervisors in New York State government: Applying the competing values framework*. Report to the Governor's Office of Employee Relations.
- Heinzen, T.E. (1991). *A textbook user evaluation among PEF employees: A Framework for Excellence* by Faerman, S. Report to the Public Service Training Program.
- Heinzen, T.E. (1991). *A cross-agency computing needs assessment in New York State* including hardware, software and training needs.
- Heinzen, T.E. (1989, 1990, 1991). *Patterns of Participation in the Public Service Training Program*. Annual Reports to the Governor's Office of Employee Relations and the Higher Education Advisory Commission.
- Heinzen, T.E. and Case-Kotula, B. (1991). *The effect of training on the ability and willingness of social workers to provide specific forms of social support to persons with HIV infection: An instrument for program evaluation*. For the Professional Development Program, Rockefeller College of Public Affairs and Policy, State University of New York at Albany.
- Heinzen, T.E. and Winslow, E. (1991). *The relationship between type of knowledge and anxiety among social workers working with persons with HIV infection: An instrument of program evaluation*. For the Professional Development Program, Rockefeller College of Public Affairs and Policy, State University of New York at Albany.
- Heinzen, T.E. (1990). *Equity in the pipeline: Gender and minority distributions by age among supervisors within New York State*. Report to the Governor's Office of Employee Relations.
- Heinzen, T.E. and Jablonka, K. (1990). *Report to IBM on "An Insider's Guide to Local*

*Government": Applying a marketing model to program evaluation.* In conjunction with the Professional Development Program, Rockefeller College of Public Affairs and Policy, State University of New York at Albany.

Heinzen, T.E. (1989). (As contributing consultant) *Final Report of the Temporary State Commission on the Status of Vietnam veterans in New York State.* Submitted to the New York State Legislature. Note published epidemiological report on diagnostic frequency related to exposure to Agent Orange among Vietnam veterans.

### **Grant applications (collaborative):**

Automated Data Processing: A grant to the Institute for Creative Aging at William Paterson College to support a conference on aging.

Lyden Nursing Home: A grant to the Institute for Creative Aging at William Paterson College to support the production and display of artwork in the nursing home.

Senior Life Management: A grant to the Glen Ridge High School Art Department to create a mural at the Windsor Park Nursing Home.

The William Paterson College Institute for Creative Aging: Multiple sources.

The Mary Imogene Bassett Hospital New York Center for Agricultural Health and Medicine. An application to establish a New England Center for Agricultural Health and Medicine at The Mary Imogene Bassett Hospital in Cooperstown, New York, Dr. John May, MD, Director: (funded).

Evaluation and Research for the Public Service Training Program, State University of New York, Rockefeller College of Public Affairs and Policy, Albany, New York, Eugene Joyce, Director of Research (funded).

Governor's Office of Employee Relations: Excellence through diversity: A needs assessment for New York State, Eugene Joyce, Director of Research (finalist, not funded).

New York State Developmental Disabilities Planning Council Innovation Fund: Adapting Technological Device for the Deaf (TDD's) to communicate with computer bulletin boards, Eugene Joyce, Director of Research (finalist, withdrawn).

### **Summary of Academic Record**

Author of one textbook, six books, five book chapters, two novels, three plays, 16 journal articles, multiple encyclopedia entries, and one video documentary of creativity by the frail elderly.

Presenter of approximately 120 invited colloquia, conference presentations, workshops, and medical in-services over 14 years.

Mentor of ~30 student conference presentations and journal articles.

Psychology Department chairperson.

Organizational Initiatives at WPU:

The Psychology Undergraduate Research Conference

The Institute for Creative Aging

Committee Work in Higher Education

STP Presidential Task Force on Statistical Literacy

General Education Committee

Director's Council and Program Development

Expectations Committee and Freshman Seminar

Retention Committee

Search and Screen Committee

Development Committee

Assessment Committee (chair)

Scheduling Committee (co-chair)

Commuter Student Advisory Committee

Committee on Undergraduate Research (chair)

Orientation and new faculty in-services

Library needs assessment committee

Non-academic department assessment committee

Various committees related to serving as chairperson

Journal reviewer, *Creativity Research Journal*.

Consultant on game design for IT, WPU.

Career Services Advisory Board

Presentations, Committees, and Professional Activity in the Local Community:

Nursing in-services, mostly in nursing homes

*Managing your own frustration with difficult patients*

*Approaching people with dementia*

*What psychologists can and can not do for you*

*Creative aging: Listening for the music*

*Creative aging: Getting the back story*

*How patients use guilt to get more attention*

Career Planning Presentations at high schools and colleges

*80 Dots: Career Planning and Goal Setting*

*Five ways to go to graduate school for free*

*The Frustration-Response Network: Choices when you are frustrated*

*Fear of failure and decision making*

*Networking as a Career Tool*

*Financial Planning: The Time Value of Money*

*A Healthy Attitude Towards Money*

*Office Politics: It's Not an If*

*Statistical Reasoning: A Healthy Way to Think*

Presentations to graduate students/professional schools

*80 Dots: Career Planning and Goal Setting for Artists*

*Fear of failure and career decision-making*

*How to process positive and negative evaluations*

*Fear of failure and its effects on creativity*

Community Boards and Committee Work (Glen Ridge, NJ)

*President: Friends of the Library*

*Executive Board: Music Parents Association*

*Human Relations Committee: Glen Ridge, NJ*

*Board member: Theater Parents Association*

*Trainer/Coach Athletic Association*

Clinical and Community Interventions

*Clinical consultations to nursing home residents*

*Educational interventions to reduce discrimination*

*Family interventions, usually related to nursing home placement and related adjustment issues*

### **Clinical Training**

Fellowship at The Ellis Institute for Rational Emotive Behavior Therapy, New York City:

1994, Supervised by Dr. Albert Ellis and Dr. Raymond DiGuiseppe

Senior Life Management, New York City: Windsor Park and Lyden Nursing Homes, 1994, supervised by Dr. B. J. Kling.

### ORGANIZATIONAL TRAINING/CONSULTING ACTIVITIES

#### Clinical:

Clinical consultant: *Nyack Manor Nursing Home*, Nyack, New York, Dr. Rubenstein, Medical Director, ongoing since 1997.

Clinical consultant: *Northern Metropolitan Nursing Center*, Monsey, New York. 1998.

Clinical consultant: *Ramapo Manor Nursing Center*, Suffern, New York. Rosemary Schwarz, social work supervisor. Since 1996.

Clinical consultant: *Lyden Nursing Home*, Queens, Astoria, New York. Mr. Tom Pileggi, social work supervisor. 1995.

Clinical consultant: *Hillside Nursing Home*, Queens, New York.

#### Program Evaluation and Strategic Planning:

*Georgia Technological University*: 2013-2014

\* Game-based assessment of Massive Open Online Courses (MOOCs)

*The DuBois Scholars Program*: 1992-1996 at both Rutgers University, New Brunswick Campus and the Wm. Paterson State College of New Jersey, Wayne.

\* Applying a creativity paradigm to program evaluation

\* Understanding responses to frustration

\* 1992 Annual Report

\*Career Planning and goal setting

*The Center for Talented Youth:* The Johns Hopkins University, Baltimore, Maryland.

- \* Focus groups identifying early indicators of unusual academic and innovative talent.
- \* Social development of talented middle school children
- \* Gender and age differences to frustration among CTY participants
- \* Gender differences in personality development among academically talented youth: pre- and post- puberty
- \* Crystallizing experiences among academically talented youth

*The New York Center for Agricultural Health and Medicine (NYCAMH):* Imogene Bassett Hospital, Cooperstown, New York.

- \* A grant establishing The New England Center for Agricultural Health and Medicine
- \* Program evaluation for The New England Center for Agricultural Health and Medicine: Cancer screening, Respiratory screening, Attitude change, and Tractor safety and prevention programs
- \* Strategic Planning: Preliminary SWOT analysis

*The Temporary Commission on the status of Vietnam veterans in New York State:* Albany, New York

- \* Consultant on design and data analysis including discharge patterns relative to PTSD, Exposure to agent orange, Changes in discharge patterns over time.

#### Developmental/Marketing

*The Duro-Test Corporation:* Fairfield, New Jersey.

- \* Sales training and development
- \* *FSBO Magazine*
- \* Sales training and development

*Zox Management:* Albany, New York

- \* Market analysis/Internal evaluation for Tri-State Inc.
- \* Public attitudes towards co-generation of power in upstate New York.

#### **ACADEMIC TEACHING EXPERIENCE**

- \* William Paterson University, 1991- present
- \* State University of New York at Albany, 1987-1991
- \* Skidmore College, Siena College, Russell Sage Colleges: Adjunct Professor

## REFERENCES

- |                      |                         |
|----------------------|-------------------------|
| Dr. Susan Nolan      | PhD                     |
| Dr. Scott Lilienfeld | PhD                     |
| Dr. Neil Kressel     | PhD                     |
| Dr. Kate Makarec     | PhD                     |
| Dr. Christian Holle  | PhD                     |
| Gerald Esposito      | LCSW                    |
| Armand Schulz        | MFA, Professional actor |
| J. Allen Suddeth,    | Fight Master, author    |