

Robert E. Carter
Associate Professor
University of Louisville

Office Address:

Marketing Department
College of Business
University of Louisville
Louisville, KY 40292
Phone Number: 502-852-4851
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Education:

- Ph.D.** Marketing, College of Business, **University of Cincinnati**, May 2007, Cincinnati, Ohio.
- M.S.** Quantitative Analysis, College of Business, **University of Cincinnati**, May 2006, Cincinnati, Ohio (earned concurrently with Marketing Ph.D.)
- M.B.A.** Marketing, Fuqua School of Business, **Duke University**, Durham, North Carolina.
- B.S.** Chemical Engineering, **Northwestern University**, Evanston, Illinois.

Academic Positions:

University of Louisville

Associate Professor
Assistant Professor

August, 2013 to Present
August, 2007 – July, 2013

University of Cincinnati

Graduate Research Assistant

September, 2003 – May, 2007

Research Program

Research Interests:

Interested in researching areas that combine consumer behavior, product strategy, and marketing response modeling with a particular interest in:

- Advertising and promotion strategy and effects
- New product strategy, “pioneer” advantage, and new product sales forecasting
- Research methods
- Pricing and price elasticity
- Sales management and client acquisition
- Entrepreneurship

Refereed Articles (Published or Forthcoming):

Carter, Robert E. (2016), “Faculty Scholarship has a Profound Positive Association with Student Evaluations of Teaching – Except When It Doesn’t,” *Journal of Marketing Education*, 38 (1), 18-36.

Winterich, Karen Page, **Robert E. Carter**, Michael J. Barone, Ramkumar Janakiraman, and Ram Bezawada (2015), “‘Tis Better to Give Than Receive? How and When Gender and Residence-Based Segments Predict Choice of Donation- Versus Discount-Based Promotions,” *Journal of Consumer Psychology*, 25 (4), 622-634.

Lonial, Subhash C. and **Robert E. Carter** (2015), “The Impact of Organizational Orientations on Medium and Small Firm Performance: A Resource-Based Perspective,” *Journal of Small Business Management*, 53 (1), 94-113.

Carter, Robert E. (2014), “Will I Hit My Year-End Numbers? A Brand-Performance Forecasting Model: The Case for Benchmarking Sales and Advertising Spending,” *Journal of Advertising Research*. 54 (4), 398-406.

Carter, Robert E., Conor M. Henderson, Inigo Arroniz, and Robert Palmatier (2104), “Effect of Salespeople’s Acquisition–Retention Trade-Off on Performance,” *Journal of Personal Selling & Sales Management*, 34 (2), 91-111.

Carter, Robert E. and David J. Curry (2013), “Perception versus Performance when Managing Extensions: New Evidence about Parent Brand/Extension Fit,” *Journal of the Academy of Marketing Science*, 41 (2), 253-269.

Poudel, Krishna, **Robert E. Carter**, and Subhash C. Lonial (2012), “The Process Aspect of Entrepreneurial Orientation–Performance Relationship: Uncovering the Mediating Roles of Technological Capabilities, Innovation, and Firm Growth,” *Frontiers of Entrepreneurship Research*, Vol. 32.

Carter, Robert E. and David J. Curry (2011), “Using Student Choice Behaviour to Estimate Tuition Elasticity,” *Journal of Marketing Management*, 27 (11-12), 1186-1207.

- Carter, Robert E.**, Subhash C. Lonial and P.S. Raju (2010), "Impact of Quality Management on Hospital Performance: An Empirical Examination," *Quality Management Journal*, 17 (4), 4-24.
- Carter, Robert E.** and David J. Curry (2010), "Transparent Pricing: Theory, Tests, and Implications for Marketing Practice," *Journal of the Academy of Marketing Science*, 38 (6), 759-774.
- Carter, Robert E.** (2010), "Incorporating Demographics into Discrete Choice Analyses," *International Journal of Market Research*, 52 (3), 403-416.
- Carter, Robert E.** (2009), "Will Consumers Pay a Premium for Ethical Information?" *Social Responsibility Journal*, 5 (4), 464-477.
- Carter, Robert E.** (2009), "The Impact of Perceived Service Quality on MBA Student Satisfaction and Recommendations: Do Expectations Matter?" *Services Marketing Quarterly*, 30 (3), 234-248.
- Carter, Robert E.**, Andrea L. Dixon and William C. Moncrief (2008), "The Complexities of Sales and Sales Management Research: A Historical Analysis from 1990 to 2005," *Journal of Personal Selling and Sales Management*, 28 (4), 403-419.

Refereed Conference Proceedings (Published):

- Carter, Robert E.** and David J. Curry (2009), "Using a Dynamic Discrete Choice Model to Estimate Tuition Elasticity," in *2009 AMA Summer Educators' Conference Proceedings*, Michael Kamins and Ingrid M. Martin, eds., Vol. 20, Chicago, IL: American Marketing Association, 222-223. (**Best Paper in the Marketing Research and Technology Track**).
- Carter, Robert E.** (2009), "Does Fit Always Benefit an Extension? A Comparison of Two Analyses using Survey Data and Scanner Data," in *2009 AMA Summer Educators' Conference Proceedings*, Michael Kamins and Ingrid M. Martin, eds., Vol. 20, Chicago, IL: American Marketing Association, 21-22.
- Carter, Robert E.** and David J. Curry (2008), "Friend or Foe: The Impact of Line Extension Advertising on Parent Brand Sales," in *2008 AMA Summer Educators' Conference Proceedings*, James R. Brown and Rajiv P. Dant, eds., Vol. 19, Chicago, IL: American Marketing Association, 431-432.
- Carter, Robert E.** (2008), "The Impact of Perceived Service Quality on MBA Student Satisfaction and Recommendations: Do Expectations Matter?" in *2008 AMA Summer Educators' Conference Proceedings*, James R. Brown and Rajiv P. Dant, eds., Vol. 19, Chicago, IL: American Marketing Association, 12-13.
- Carter, Robert E.** and David J. Curry (2005), "Earning a Premium Without Changing the Product: Using Price Transparency to Create a Competitive Advantage," in *2005 AMA Summer Educators' Conference Proceedings*, Beth A. Walker and Mark B. Houston, eds., Vol. 16, Chicago, IL: American Marketing Association, 171-180. (**Best Paper in the Consumer Behavior Track**).

Work in Progress:

Kushev, Trayan, Manju Ahuja, and **Robert E. Carter**, “A Social Cognitive Perspective on Opportunity Evaluation.” Submitted to the *Journal of Small Business Management*

Poudel, Krishna, **Robert E. Carter**, and Subhash C. Lonial, “A Multi-Theoretical Approach to Entrepreneurial Orientation-Performance Relationship: the Roles of Technological Capability and Consumer Attitude.” Revise and resubmit to the *Journal of Small Business Management*.

Carter, Robert E., “Advertising Spillover Effects: Myth or Reality?” Targeted for submission to the *Journal of Marketing*.

Carter, Robert E., “Do Niche Products Really Exist? An Examination of 50 Consumer Packaged Goods Introductions.” Targeted for submission to the *Journal of the Academy of Marketing Science*.

Carter, Robert E., “If it is Good for the Goose, is it Good for the Gander? Comparing the Optimal Number of Clients from the Salesperson and Client Perspective.” Targeted for submission to the *Journal of Personal Selling and Sales Management*.

Professional Presentations:

“Using a Dynamic Discrete Choice Model to Estimate Tuition Elasticity,” *AMA Summer Educators’ Conference*, August 2009, Chicago, IL.

“Does Fit Always Benefit an Extension? A Comparison of Two Analyses using Survey Data and Scanner Data,” *AMA Summer Educators’ Conference*, August 2009, Chicago, IL.

“Friend or Foe: The Impact of Line Extension Advertising on Parent Brand Sales,” *AMA Summer Educators’ Conference*, August 2008, San Diego, CA.

“The Impact of Perceived Service Quality on MBA Student Satisfaction and Recommendations: Do Expectations Matter?” *AMA Summer Educators’ Conference*, August 2008, San Diego, CA.

“Transparent Pricing and Its Effect on Consumer Price Sensitivity,” *EIRASS Conference*, July 2007, San Francisco, CA.

“Earning a Premium Without Changing the Product: Using Price Transparency to Create a Competitive Advantage,” *AMA Summer Educators’ Conference*, August 2005, San Francisco, CA.

Professional Development:

2016 AMA webinar on Big Data

2016 Attended College of Business training session by Kristen Lucas

2015 Attended Celebration of Teaching and Learning (Delphi Center) on teaching millennials to be self-regulated learners.

- 2015 Attended two College of Business training sessions. Topics included student motivation, and developing and applying a teaching philosophy.
- 2014 Attended Delphi Training session on the “Flipped Classroom”.
- 2012 Attended “Teaching and Assessing Critical Thinking: Helping College Students Become Better Thinkers”.
- 2011 Attended “What Makes a Teacher Great?”
- 2011 Attended Critical Thinking and Ideas 2 Action (i2a).
- 2010 Attended multiple in-house research seminars.
- 2010 Conducted in-house research seminar on Advertising Spillover Effects.
- 2009 Attended Delphi training session on Online Teaching Methods.
- 2009 Attended in-house training session on Tegrity, Blackboard Tools, Student Oriented Learning, and Student Assessments.
- 2009 Attended multiple in-house research seminars. Topics included Deal Exclusivity, Theory of Constraints, and Pay What You Want.

Teaching

Teaching Interests:

Marketing Research, New Product Management and Sales Forecasting, Direct Marketing, Marketing Analytics, Conjoint and Discrete Choice Methods.

Teaching Experience:

University of Louisville

Marketing Research (*Undergraduate: MKT-441*)

Term	Rating	Enrollment
F17	Upcoming	105 (3 sections)
S17	4.5/5.0	32
F16	4.4/5.0	69 (2 sections)
S16	5.0/5.0	29
F15	4.6/5.0	42
S15	4.7/5.0	33
F14	4.3/5.0	60 (2 sections)
S14	4.8/5.0	24
F13	4.5/5.0	43
S13	4.4/5.0	38
F12	4.0/5.0	43

S12	4.4/5.0	42
F11	4.6/5.0	44
S11	4.4/5.0	41
F10	4.4/5.0	42
S10	4.1/5.0	40
F09	4.7/5.0	41
S09	4.5/5.0	24
F08	4.5/5.0	43
S08	4.6/5.0	32
F07	3.8/5.0	26

Direct Marketing (Undergraduate: MKT-345, replaced by Marketing Analytics)

Term	Rating	Enrollment
S14	4.7/5.0	16
S13	Only 1 response	12
S12	4.3/5.0	22
S11	4.6/5.0	36
S10	4.2/5.0	34
F08	4.5/5.0	35
F07	3.8/5.0	37

Marketing Analytics (Undergraduate: MKT-490; replaces Direct Marketing)

Term	Rating	Enrollment
S17	5.0/5.0	15
S16	4.3/5.0	23

Data-Driven Marketing (Graduate: MBA 680)

Term	Rating	Enrollment
S18 (1.5 CH)	Upcoming	Upcoming
Su17 (1.5CH)	TBD	11
S17 (1.5 CH)	3.7/5.0	18
Su16 (1.5 CH)	4.3/5.0	15
S16 (1.5 CH)	4.3/5.0	23
S15 (1.5 CH)	5.0/5.0	7
F13 (1.5 CH)	4.3/5.0	19

Marketing I (Graduate: MBA 617)

Term	Rating	Enrollment
Su18 – PM17 Cohort (1.5 CH)	Upcoming	Upcoming
Su18 – WK17 Cohort (1.5 CH)	Upcoming	Upcoming
S18 – FT17 Cohort (1.5 CH)	Upcoming	Upcoming

New Product Research Methods (Ph.D. Seminar: ENTR-780)

Term	Rating	Enrollment
F15 (1.5 CH)	4.5/5.0	4
F13 (1.5 CH)	4.5/5.0	5
S11 (1.5 CH)	4.7/5.0	6

Honors and Awards:

- 2016 Outstanding Marketing Faculty, Spring 2016. Awarded by CoB Student Council.
- 2016 Selected to attend the Red and Black Banquet as a mentor for a student-athlete.
- 2015 Recipient of a Delphi Faculty Favorite Award.
- 2104 Selected to attend the Red and Black Banquet as a mentor for a student-athlete.
- 2012 Selected to attend the Red and Black Banquet as a mentor for a student-athlete.
- 2010 Winner of the *Highly Commended Award* for article “Will Consumers Pay a Premium for Ethical Information?” in *Social Responsibility Journal*.
- 2010 Recipient of a Delphi Faculty Favorite Award
- 2009 Recipient of a Delphi Faculty Favorite Award
- 2009 Selected to attend the Red and Black Banquet as a mentor for a student-athlete.
- 2009 Best paper award in the *Marketing Research and Technology Track* at the Summer AMA Educators’ Conference for “Using a Dynamic Discrete Choice Model to Estimate Tuition Elasticity.”
- 2007 \$2500 Zyman Institute of Brand Science Prize for Doctoral Dissertation Proposal
- 2006 \$3000 URC Summer Graduate Student Research Fellowship.
- 2006 AMA Sheth Foundation Doctoral Consortium Fellow, University of Maryland.
- 2005 Best paper award in the *Consumer Behavior Track* at the Summer AMA Educators’ Conference for “Earning a Premium Without Changing the Product: Using Price Transparency to Create a Competitive Advantage.”
- 2005 Haring Symposium Fellow, Indiana University.
- 2004 SMA Doctoral Consortium Fellow, St. Petersburg, FL.

Service:

- Ongoing **Research Committee.** Approve faculty requests for conference travel and research grants. Also the committee has been working on developing a new system for journal quality rankings.
- Ongoing **Coop Committee** with Marketing Department chair. Promptly evaluate appropriateness of student co-op assignments and opportunities.
- Ongoing **Ad Hoc Reviewer** Journal of Brand Management
- Ongoing **Ad Hoc Reviewer** Journal of Marketing Management
- 2014 to 2016 **Ph.D. Committee.** Regular member and also teach Ph.D. seminar in New Product Strategy (Spring, 2011 and Fall, 2013). Also screened applications and interviewed the 2015 student cohort. Currently mentor one Ph.D. student
- 2015 **Undergraduate Business Analytics Task Force.** Member of the task force that recommended a four course BA sequence.
- 2015 **Marketing Chair Five Year Review.** Solicited and summarize faculty feedback as part of the five year review for the department chair.
- 2014 **Ph.D. Dissertation Committee.** Member of the dissertation committee for Tray Kushev.
- 2013 **Reviewer** for SPSS Instructional Text for Sage Publications
- 2013 **Faculty Advisor** for Two Undergraduate Independent Studies
- 2009 **Reviewer** Academy of Marketing Science Conference.
- 2008 **Research Integrity Program,** with Michael Barone and Laura Engel. Worked on a unique two semester long course sequence in partnership with the Research Integrity Program at the University of Louisville, which included a “live” marketing research project.
- 2007 **Research Consulting,** with Rob Palmatier and Inigo Arroniz. Worked on a consulting project for Fifth Third Bank to develop a hierarchical data file to address the issue of understanding factors that influence sales person performance. The department was paid \$10,000 for the project.
- 2006 **UC|21 Initiative.** In the spirit of the UC|21 initiative (in terms of community service), we partnered with The Junior League of Cincinnati (a local non-profit service organization) to conduct primary research aimed at improving member retention and recruitment (this research was conducted as part of the Advanced Marketing Research class).
- 2006/2007 **Reviewer,** AMA 2006/2007 Summer Educators' Conference.

Industry Employment History:

ACNielsen/BASES, Cincinnati, Ohio & Chicago, Illinois

Vice President, Client Service

Account Management/Sales. Led the account team that consistently and regularly increased sales at a “dormant” client. This client generates approximately \$7.5 million per year, and has been on BASES “Top 5 client” list for 5+ years in a row

Client Service. Responsible for managing all aspects of client service including study design, costing, proposals, handling client questions and interaction, and presentations. Have personally given over 100 client presentations and also managed over 100 presentations by junior client service team members. Further, at this major client, our team achieved the #1 ranking (among the client’s preferred suppliers) in 4 of the past 6 evaluations covering 10+ years.

Managerial. The account group grew from 2 employees to 22 full time team members. Responsible for conducting performance reviews, recruiting and hiring (and sometimes letting employees go), workload management, reviewing client deliverables, and general training and coaching of analysts.

Analytical. Extensive new product forecasting and report writing experience, especially in long purchase cycle categories. Completed or managed over 500 forecasts. Versatile in custom research methods and in-market data sources. Conducted special research projects for the client on multi-year forecasting, order of entry, and testing methods for specific products (i.e. premium priced products). Conducted internal R&D on the use of a diffusion model to estimate the “build” for cumulative first repeat rate.

Global Account Coordination. Senior member on the global team (for a major client) that included BASES representatives from North America, Latin America, Asia/Pacific, and Europe. The client is consistently one of BASES largest global accounts. Completed a temporary assignment in BASES European office in Oxford, U.K. in 2002

Training. Developed and conducted a range of training session for both new hires as well as for senior level analysts. Training session included study design, multi-year forecasting, order of entry, and presentation skills.

Procter & Gamble, Cincinnati, Ohio

Process Engineer and Products Research, Food Product Development

JOSE MANUEL FERNANDEZ

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Website: <http://louisville.edu/faculty/jmfern02>

EDUCATION

Ph.D. Economics, University of Virginia at Charlottesville, VA, May 2008
M.A. Economics, University of Virginia at Charlottesville, VA, May 2002
M.A. Economics, University of South Florida at Tampa, FL, May 2000
B.A. Economics minor Mathematics, University of South Florida at Tampa, FL, May 1999

FIELDS OF SPECIALIZATION

Primary: Health Economics, Crime, and Labor Economics
Secondary: Applied Microeconometrics and Industrial Organization

PROFESSIONAL EXPERIENCE

University of Louisville, Louisville, KY
Associate Professor of Economics 2014 - Present
Assistant Professor of Economics 2008 – 2014
Instructor of Economics 2007 – 2008

Commission on Children and Families, Charlottesville, VA Research
Assistant 2005 – 2006

University of Virginia Law School, Charlottesville, VA Research
Assistant 2004 – 2005

Center for Urban Transportation Research, University of South Florida, Tampa, FL
Research Assistant 2000 – 2001

Office of Human Resource, City of Lakeland, Lakeland, FL
Internship 1999

PUBLICATIONS AND PAPERS

- [1] Bogan, Vicki L., and Jose M. Fernandez. 2017. "How Children with Mental Disabilities Affect Household Investment Decisions." *American Economic Review*, 107(5): 536-40
- [2] Chao, Yong, Jose Fernandez, and Babu Nahata (2015), "Pay-what-you-want pricing: Can it be profitable?" *Journal of Behavioral and Experimental Economics*, Vol 57, August: 176-185
- [3] Dave, Dhaval and Jose Fernandez (2015), "Rising Autism Prevalence: Real or Displacing Other Mental Disorders? Evidence from Demand for Auxiliary Healthcare Workers in California" *Economic Inquiry*, 52(1): 448-468
- [4] Fernandez, Jose and Matthew Lang (2015), "Suicide and Organ Donors: Spillover Effects of Mental Health Insurance Mandates" *Health Economic*, 24(4): 491-497

- [5] Fernandez, Jose, Thomas Holman, and John V. Pepper. "The Impact of Living - Wage Ordinances on Urban Crime." *Industrial Relations: A Journal of Economy and Society* 53.3 (2014): 478-500.
- [6] Gohmann, Stephan and Jose Fernandez (2014), "Proprietorship and Unemployment in the United States" *Journal of Business Venturing*, Volume 29, Issue 2, pages 289-309
- [7] Fernandez, Jose, David Howard, and Lisa Stohr Korese, (2013), Effect of Cadaveric Kidney Donations on Living Kidney Donations: An Instrumental Variables Approach. *Economic Inquiry*, 51(3): 1696–1714
- [8] Fernandez, Jose M. (2013), "An Empirical Model of Learning under Ambiguity: The Case of Clinical Trials." *International Economic Review*, 54(2): 549–573
- [9] Coomes, Paul, Jose Fernandez, and Stephan Gohmann, (2012) "The Rate of Proprietorship among Metropolitan Areas: The Impact of Institutions, Local Economic Environment and Capital Resources" *Entrepreneurship Theory and Practice*, 37(4): 745–770
- [10] Rey, J. R., Hinebaugh, D., & Fernandez, J. (2002). Analysis of Florida transit bus crashes. *Transportation Research Record: Journal of the Transportation Research Board*, 1791(1), 26-34.

WORKING PAPERS

- [1] Fernandez, Jose M., Stephan Gohmann, and Joshua Pinkston "Breaking Bad: Are Meth Labs Justified in Dry Counties?" *Submitted*
- [2] Chao, Yong, Jose M. Fernandez, and Babu Nahata, "Pay-What-You-Want Pricing and Competition: Breaking the Bertrand Trap" *Submitted*

TEACHING EXPERIENCE

University of Louisville

Econometrics I, Econometrics II, Health Economics, Healthcare Strategies (MBA) Industrial Organization, Law and Economics, Principles of Macroeconomics, Game Theory, Data Mining for Economists, Behavioral Economics, Economics Principles (MBA) and Business Statistics

University of Virginia

Introduction to Statistical Analysis (instructor), Principles of Macroeconomics (instructor), Law and Economics (teaching assistant), Principles of Microeconomics (teaching assistant)

University of South Florida

Principles of Macroeconomics (teaching assistant)

GRANTS AND AWARDS

2013-2014 Fellow of the Diversity Initiative for Tenure in Economics

Undergraduate Teaching Award, College of Business, University of Louisville, 2012

"Faculty Favorites" Award, College of Business, University of Louisville, 2011-2012

Summer Research Support: 2008, 2009, 2010, 2012, 2013

Snavelly Dissertation Prize, University of Virginia, 2009

1st Place Robert J. Huskey Graduate Research Poster Presentation, University of Virginia, 2006

Bankard Pre-Doctoral Fellowship, 2006

Graduate Fellowship 2000-2003

Graduate Fellowship, University of South Florida, 1999-2000

Summer Graduate Fellowship, University of South Florida, 1999

CONFERENCE AND SEMINAR PRESENTATIONS

American Economic Association Conference (2015-2014, 2011)
American Health Economic Conference (2013, 2009)
American Political Science Association Meetings (2009)
American Society of Health Economist Conference (2016, 2012, 2010, 2008)
Association of Private Enterprise Education Meetings, Maui, HI, (2013)
Diversity Initiative for Tenure in Economics-Research Conference (2014)
European Association for Research in Industrial Economics (2014) Health
and Human Resource Conference, Amelia Island, FL (2007)
Midwest Economic Association Meetings (2017, 2012-2009)
Sixth Annual Southeastern Health Economics Study Group Conference (2008)
Southern Economics Association Meetings (2017-2011, 2008-2006)
Vanderbilt Empirical Applied Microeconomics Festival (2015)
Western Economic Association Meetings, San Diego, CA (2011)

INVITED SEMINARS

Indiana University – Southeast, New Albany, IN (2015)
Indiana University Purdue University – Indianapolis, (2016, 2008)
Leonard Davis Institute of Health Economics at the University of Pennsylvania (2007)
Michigan State University, East Lansing, Michigan (2007)
University of Kentucky (brown bag seminar), Lexington, KY, 2008
University of Louisville, Louisville, KY, (2009, 2007)
University of Toledo, Toledo, OH (2007)
University of Virginia, Charlottesville, VA (2007)
Xavier University, Cincinnati, OH (2009)

PROFESSIONAL ACTIVITIES Refereeing

American Journal of Health Economics
Forum for Health Economics & Policy, Berkeley Electronic Press
The B.E. Journal of Economic Analysis & Policy
Journal of Health Economics
Journal of Law, Economics, and Organization
Journal of Labor Research
Southern Economic Journal
Urban Affairs

Membership and Affiliation American
Economic Association American Society
of Health Economist American Society of
Hispanic Economist Health Enterprise
Network - Louisville Midwest Economic
Association
Southern Economic Association
Western Economic Association

SERVICE

University of Louisville
2014 – present: Co-President of the Hispanic/Latino Faculty Staff Association at the
University of Louisville
2014 – 2015: Chair of the Search Committee
2013 – present: University-wide General Education Curriculum Committee

- 2013 – present: University-wide Academic Technology Committee
- 2012 – 2014: Member of the College of Business Diversity Committee
- 2011 – present: Member of the Hispanic/Latino Faculty Staff Association at the University of Louisville
- 2010 – 2011: Hispanic Initiative member
- 2010 - present: Guest Speaker of Summer Medical and Dental Education Program at the College of Medicine
- 2009 Statistics Instructor for the PhD Program in Entrepreneurship
- 2008 – present: Recruitment Committee
- 2008 – present: Faculty Advisor to the Economic Club

MEDIA MENTIONS

- [More Behind The Pour: What Heine Brothers' Success Tells Us About Brand Identity](#) 4/28/2017
- [Does Duluth signal a turning point in downtown retail? Experts weigh in](#) 4/20/2017
- [Louisville City FC - build it, or they may leave](#)
- Will Trump be more friendly to Mega deals like
- Humanas? <http://www.bizjournals.com/louisville/news/2017/02/13/will-trump-bemore-friendly-to-mega-deals-like.html>
- What's next for Humana and
- Aetna? <http://www.bizjournals.com/louisville/news/2017/01/23/whats-next-forhumana-and-aetna.html>
- Hispanic and the Louisville Economy <https://wallethub.com/edu/states-with-the-mostintegrated-hispanics/15591/#jose-m-fernandez>
- Radio Interview with Mark Hebert on the Louisville
- Economy <https://soundcloud.com/uofl/09-20-16-uofl-today-fernandez-taylor>
 - Was Aetnas Move out of the exchanges really an ultimatum?
- 8/31/2016 <http://www.bizjournals.com/louisville/news/2016/08/31/was-aetnas-moveout-of-exchanges-really-an.html>
- Study: Soccer stadium could cost up to \$50 million August 4,
- <http://insiderlouisville.com/business/study-soccer-stadium-to-cost-up-to-50million/>
- Op-Ed piece on Brexit
- <http://www.courierjournal.com/story/opinion/contributors/2016/06/24/comment-brexite-have-little-impacthere/86351738/>
- UofL Economic Study draws national attention <http://louisville.epubxp.com/i/535203summer-2015/45>
- Report Louisville hotel room rates expected to rise 13.9 percent May 24,
- <http://insiderlouisville.com/business/hotel-market-bucks-traditional-supply-anddemand-logic/>
- Pirates ready to re-board taxpayers' ship May 13,
- <http://gcnwsgazette.com/opinion/columns/4045/pirates-ready-to-re-boardtaxpayers-ship>
- Louisville City FC's future tied to soccer stadium Jan. 26,
- <http://insiderlouisville.com/metro/communities/pro-soccer-clubs-future-tied-tostadium/>
- Jan 11, 2016 UofL Today with Mark
- Hebert <http://www.youtube.com/watch?v=GU0wj036fd0>
- Aetna-Humana, Dow-Dupont: What's behind the merger wave? Dec. 17,
- 2015 <http://insiderlouisville.com/business/aetna-humana-dow-dupont-whats-behindthe-merger-wave/>
- Monday Business Briefing: GE-Electrolux postmortem, Brown-Forman to 'vigorously' contest lawsuit, Hyatt renovation follows new hotel openings, and more Dec. 14, 2015
- <http://insiderlouisville.com/business/mbb20151214/>
- Aetna-Humana deal to face tough federal review, Oct. 29, 2015
- <http://insiderlouisville.com/business/aetna-humana-hurdle-face-tough-federal-review/>

- The Heirs of Al Capone, *The Economist*, Oct. 3rd, 2015 <http://www.economist.com/news/united-states/21669951-dry-counties-have-more-meth-labs-heirs-al-capone>
- These places banned booze. Now they're dealing with something far worse, Sept. 25, 2015 Washington Post Blog, <https://www.washingtonpost.com/news/wonk/wp/2015/09/25/these-places-banned-booze-now-theyre-dealing-with-something-far-worse/>
- Obamacare reduces maximum out-of-pocket costs, but not enough for some, Aug. 3, 2015 <http://www.usatoday.com/story/money/personalfinance/2015/08/03/how-pay-high-out--pocket-costs/30696993/>
- Tax expert: Say no to audit protection April 14, 2015 <http://www.wave3.com/story/28800931/tax-expert-say-no-to-audit-protection>
- State approves millions in tax incentives for Louisville businesses, but do they work? March 4, 2015 <http://insiderlouisville.com/business/state-approves-multiple-financial-incentives-lou-area-businesses/>
- Local Alcohol-Prohibition Laws May Lead to Less Liquor, but more meth, Economists Say Jan 4, 2015 <http://blogs.wsj.com/economics/2015/01/04/local-alcohol-prohibition-laws-may-lead-to-less-liquor-but-more-meth-economists-say/>
- Rise in healthcare spending hits new low Dec. 4, 2014 http://www.bizjournals.com/louisville/blog/morning_call/2014/12/rise-in-health-care-spending-hits-new-low.html
- Health Spending Grows by Lowest Ever Rate Dec. 3, 2014 <http://www.courier-journal.com/story/news/local/2014/12/03/health-spending-grows-lowest-ever-rate/19849893/>
- Louisville's Gas Price Game Nov. 19, 2014 <http://www.wdrb.com/story/27429634/special-report-louisvilles-gas-price-game>
- Kentucky Unemployment Rates Drop: State nears full job recovery from recession. Sept. 18, 2014 <http://www.kentucky.com/2014/09/18/3435600/kentucky-unemployment-rates-drop.html>
- Economics Study Confirms the Growth of Autism Sept. 9, 2014 <http://louisville.edu/uofloday/campus-news/economic-study-confirms-growth-in-autism>
- Lou. jobs status unclear as GE sells Appliance Park to Electrolux WHAS 11, Sept. 8, 2014 <http://www.whas11.com/news/local/GE--274299541.html>
- Metro Council members propose ordinance to raise minimum wage in Lou. Sept. 8, 2014 <http://www.whas11.com/news/local/Metro-Council-members-propose-ordinance-to-gradually-raise-minimum-wage-in-Lou-274350941.html>
- Economists, business owners weigh in on Louisville minimum wage proposal WAVE 3, August 26, 2014 <http://www.wave3.com/story/26377387/economists-business-owners-weigh-in-on-louisville-minimum-wage-proposal?autostart=true>
- Louisville researcher part of study that says autism over diagnosed <http://www.lanereport.com/38413/2014/09/louisville-researcher-part-of-study-that-says-autism-over-diagnosed/>
- Gas prices hover around \$4 in Louisville area WAVE 3 June 10, 2014 <http://www.wave3.com/story/25743124/gas-prices-hover-around-4-in-louisville-area?autostart=true>
- Raising minimum wages has consequences, economist says Feb. 12, 2014 <http://www.bizjournals.com/louisville/news/2014/02/12/raising-minimum-wages-has.html?page=all>
- UofL assistant professor discusses potential government shutdown WHAS11 Sept. 30, 2013 <http://www.whas11.com/news/politics/UofL-assitant-professor-discusses-potential-government-shutdown-225842281.html>
- Shepard, Josh. "Examining health insurance mandate options." *The Lane Report*, March 14, 2013 <http://www.lanereport.com/19504/2013/03/examining-health-insurance-mandate-options/>
- Ungar, Laura. "What do I need to know about the Affordable Care Act?" *Courier Journal* January, 21, 2013 <http://www.courier-journal.com/article/99999999/PRIME/305010074/What-do-need-know-about-Affordable-Care-Act->
- Papa John's CEO Says Obamacare Will Up Pizza Price WHAS11 November 12, 2012 <http://www.whas11.com/news/national/Papa-Johns-CEO-Says-Obamacare-Will-Up-Pizza-Price-178951971.html>

- Mann, David. “State health exchange taking shape as officials weigh impact” Business First, October 19, 2012 <http://www.bizjournals.com/louisville/print-edition/2012/10/19/state-health-exchange-taking-shape-as.html?page=all>
- Fernandez, Jose. “UofL economics prof analyzes Affordable Care Act impact on Kentucky.” *The Lane Report*, June 29, 2012 <http://www.lanereport.com/7703/2012/06/uofl-economics-prof-analyzes-affordable-care-act-impact-kentucky/>
- Lottery starts Friday for 1800 Ford jobs WDRB July 14, 2011 <http://www.wdrb.com/story/15083278/lottery-starts-friday-for-1800-ford-jobs>
- Rising Gas Prices WHAS11 March 8, 2011 <http://www.whas11.com/news/local/Rising-gas-prices-fueling-higher-food-prices-117581038.html>
- Expert Predicts Higher Prices March 3, 2011 <http://www.wave3.com/story/14184996/expert-predicts-higher-gas-prices>
- More News on the Pay-What-You-Wish Front <http://freakonomics.com/2009/10/05/more-news-on-the-pay-what-you-wish-front/>
- Human Investment Portfolio: Charlottesville/Albemarle County Area, Commission on Children and Families Document, 2006

Citizenship: United States (Miami, FL); Married

Languages: English (native), Spanish (fluent), and French (novice)

Software: MS Office, STATA, SPSS, Matlab, Mathematica, Maple, E-views, Gretl, R, Julia

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I. Academic Qualifications

PhD 2010	Sam M. Walton College of Business, University of Arkansas Major: <i>Information Systems</i>
MBA 2005	California State University Sacramento Major: <i>Information Systems</i>
BS 2001	Thapar Institute of Engineering and Technology, Thapar University Major: <i>Civil Engineering</i>

II. Research

Research Interests

- Behavioral issues in electronic commerce, IT acceptance, and use;
- Applications of RFID in operations management especially in supply chain visibility; and
- Business analytics using advanced data mining techniques.

Elite Refereed Journal Articles

1. Brown, S. A., Venkatesh, V., and Goyal, S. "Expectation Confirmation in IS Research: A Test of Six Competing Models," *MIS Quarterly*, (38:3), 2014, 729-756.
2. Brown, S. A., Venkatesh, V., and Goyal, S. "Expectation Confirmation in Technology Use," *Information Systems Research*, (23:2), 2012, pp. 474-487.
3. Venkatesh, V., and Goyal, S. "Expectation Disconfirmation and Technology Adoption: Polynomial Modeling and Response Surface Analysis," *MIS Quarterly*, (34:2), 2010, pp. 281-303.

High Quality-A Refereed Journal Articles

1. Guan, J., Levitan, A., and Goyal, S. "Text Mining Using Latent Semantic Analysis: An Illustration through Semi-Automatic Clustering analysis of 30 Years of Research at JIS," *Journal of Information Systems* forthcoming.
2. Goyal, S., Hardgrave, B. C., Aloysius, J. A., and DeHoratius, N. "The Effectiveness of RFID in Backroom and Sales Floor Inventory Management," *International Journal of Logistics Management*, (27:3), 2016, pp. 795-815.
3. Zurada, J., Shi, D., Guan, J., and Goyal, S. "Improving Bad Debt Recovery in the Healthcare Industry-An Approach Using Neuro-fuzzy System with Semi-supervised Learning," *Journal of International Technology and Information*, (24:1), 2015, pp. 1-16.

4. Hardgrave, B. C., Aloysius, J. A., and Goyal, S. "RFID-Enabled Visibility and Inventory Inaccuracy: An Experiment in the Field," *Production and Operations Management*, (22:4), 2013, pp. 843-856.
5. Kumi, R., Conway, C., Limayem, M., and Goyal, S. "Learning in Color: How Color and Affect Influence Learning Outcomes," *IEEE Transactions on Professional Communication*, (56:1), 2013, pp. 2-15.

Other Refereed Journal Articles

1. Bottani, E., Goyal, S., and Volpi, A. "RFID for Fashion: Advancements in Research, Technology and Implementation," *International Journal of RF Technologies*, (6.2-3), 2015, 1-3.
2. Hassell, M., Goyal, S., Limayem, M., and Boughzala, I. "Effects of Presence, Copresence, and Flow on Learning Outcomes in 3D Learning Spaces," *Administrative Issues Journal*, (2:1), 2012, pp. 62-74.
3. Hardgrave, B. C., Goyal, S., and Aloysius, J. A. "Improving Inventory Management in the Retail Store: The Effectiveness of RFID Tagging across Product Categories," *Operations Management Research*, (4:6-13), 2011, pp. 6-13.
4. Hardgrave, B. C., Aloysius, J. A., and Goyal, S. "Does RFID Improve Inventory Accuracy? A Preliminary Analysis," *International Journal of RF Technologies and Applications*, 1(1), 2009, pp. 44-56.

Conference Papers and Presentations

1. Goyal, S., Ahuja, M. K., and Kankanhalli, A. "External Knowledge for Knowledge Creation and Innovation," in *The SIG Open Workshop (Pre-ICIS)*, December 13, 2015, Fort Worth, TX.
2. Goyal, S., Hardgrave, B. C., Manikas, A., and Aloysius, J. A. "Retail Store Inventory Management" in *26th Annual Conference of the Production and Operations Management Society*, May 8-15, 2015, Washington, DC.
3. Goyal, S., Davis, F. D., and Limayem, M. "Unfulfilled Obligations in Recommendation Agent," In *Proceedings of the 33rd International Conference on Information Systems (ICIS)*, December 16, 2012, Orlando, Florida. (Nominated for best paper award)
4. Hardgrave, B. C., Goyal, S. and Aloysius, J. A. "Item-level RFID Tagging and Inventory Record Accuracy," In *22nd Annual Conference of the Production and Operations Management Society*, April 29 - May 2, 2011 Reno, NV.
5. Kumi, R., Conway, C., Limayem, M., and Goyal, S. "Impact of Color on the Context of Computer-Mediated Communication," In *41st Annual Meeting of the Decision Sciences Institute*, November 20-23, 2010, San Diego, CA.

6. Aloysius, J. A., Goyal, S., and Hardgrave, B. C. "Item-level RFID Tagging and Inventory Record Accuracy," In *15th INFORMS Annual Meeting*, November 7-10, 2010, Austin, TX.
7. Hardgrave, B. C., Aloysius, J. A., and Goyal, S. "RFID-Enabled Visibility and Inventory Inaccuracy: Experiments in the Field," In *21st Annual Conference of the Production and Operations Management Society*, May 7-10, 2010, Vancouver, Canada.
8. Aloysius, J. A., Goyal, S., and Hardgrave, B. C. "Reducing Inventory Inaccuracy in the Supply Chain: Experiments with RFID Technology," In *14th INFORMS Annual Meeting*, October 11-14, 2009, San Diego, CA.
9. Goyal, S., Aloysius, J. A., and Hardgrave, B. C. "Using RFID to Improve Inventory Accuracy," In *Proceedings of the Fifteenth Americas Conference on Information Systems*, August 6-9, 2009, San Francisco, CA.
10. Hassell, M., Goyal, S., Limayem, M., and Boughzala, I. "Being There: An Empirical Look at Learning Outcomes in 3D Virtual Worlds," In *Proceedings of the Fifteenth Americas Conference on Information Systems*, August 6-9, 2009, San Francisco, CA.
11. Goyal, S. "RFID-enabled Visibility and Inventory Accuracy," In *7th Annual Big XII+ MIS Research Symposium*, April 4-5, Lincoln, NE, 2009.
12. Goyal, S., Davis, F. D., and Limayem, M. "Psychological Contract Violation in Recommendation Agent Use," *The Seventh Annual Workshop on HCI Research in MIS (Pre-ICIS)*, December 13, 2008, Paris, France.
13. Goyal, S., Maruping, L. M., and Robert, L. P. "Diversity and Conflict in Teams: A Faultline Model Perspective," In the *Best Paper Proceedings of the 68th Academy of Management Conference*, August 8-13, Anaheim, CA, 2008.
14. Hardgrave, B. C., Aloysius, J. A., and Goyal, S. "Improving Understated PI Accuracy: An Investigation of RFID's Utility," In *19th Annual Conference of the Production and Operations Management Society*, May 9-12, 2008, San Diego, CA.
15. Goyal, S. "Psychological Contract Violation in Recommendation Agent Use," In *6th Annual Big XII+ MIS Research Symposium*, April 5-6, Lubbock, TX, 2008.
16. Legorreta, L., Riolli, L., and Goyal, S. "A Theory of Flexibility and Agility for Purposes of Alignment and Adaptability: A Delphi Study," In *36th Annual Meeting of the Decision Sciences Institute*, November 25-28, 2005, San Francisco, CA.

Books

- Goyal, S., and Wang, X. *Exploring Spreadsheet Software*, Pearson Custom Publishing, Sacramento, CA, 2005 (ISBN 0536845875).

Involvement in Sponsored Research Grants

1. Dillard's Incorporated, 2008-12, "Shopping Cart Abandonment at Dillard's.com," (with M. Limayem, F. D. Davis, and J. A. Aloysius).

2. Wal-Mart Incorporated, 2008-09, \$150,054, "The Business Case for RFID," (with B. C. Hardgrave and J. A. Aloysius).
3. Wal-Mart Incorporated, 2006-08, \$224,806, "Examining Supply Chain Efficiency Gains from RFID," (with B. C. Hardgrave and J. A. Aloysius).

III. Teaching

Teaching Experience: University of Louisville

Course Name	Semester	# of Students
CIS 420: CIS Development Project	Fall 2013	21
CIS 420: CIS Development Project	Spring 2014	25
CIS 300: Computer Information Systems	Spring 2014	22
CIS 420: CIS Development Project	Fall 2014	25
MBA 608: Technology Management	Fall 2014	46
MBA 608: Technology Management	Spring 2015	20
CIS 420: CIS Development Project	Spring 2015	18
CIS 420: CIS Development Project	Spring 2015	21
MBA 608: Technology Management	Fall 2015	48
IMBA 644: Information Technology Strategy	Fall 2015	20
CIS 420: CIS Development Project	Fall 2015	22
CIS 420: CIS Development Project	Fall 2015	21
CIS 420: CIS Development Project	Spring 2016	18
CIS 420: CIS Development Project	Spring 2016	20
MBA 608: Technology Management	Fall 2016	48
IMBA 644: Information Technology Strategy	Fall 2016	28
CIS 420: CIS Development Project	Fall 2016	22
CIS 420: CIS Development Project	Fall 2016	22
MBA 680: Introduction to Business Analytics	Spring 2017	25
MBA 680: Advanced Business Analytics	Spring 2017	18
CIS 420: CIS Development Project	Spring 2017	19
CIS 420: CIS Development Project	Spring 2017	11
MBA 680: Introduction to Business Analytics	Summer 2017	23
MBA 680: Advanced Business Analytics	Summer 2017	17
CIS 420: CIS Development Project	Fall 2017	19
CIS 420: CIS Development Project	Fall 2017	22
CIS 499: Business Analytics	Fall 2017	17
MBA 680: Introduction to Business Analytics	Spring 2017	NA
MBA 680: Advanced Business Analytics	Spring 2017	NA

Teaching Experience: University of Southern Indiana

Course Name	Semester	# of Students
CIS 377: Database Concepts	Fall 2010	16

CIS 305: Management Information Systems	Fall 2010	40
CIS 305: Management Information Systems	Fall 2010	40
CIS 377: Database Concepts	Spring 2011	30
CIS 305: Management Information Systems	Spring 2011	40
CIS 477: Applied Software Development	Spring 2011	10
CIS 111: Intro. to Comp. Information Systems	Fall 2011	32
CIS 377: Database Concepts	Fall 2011	28
CIS 477: Applied Software Development	Fall 2011	9
CIS 111: Intro. to Comp. Information Systems	Spring 2012	13
CIS 377: Database Concepts	Spring 2012	17
CIS 477: Applied Software Development	Spring 2012	11
CIS 111: Intro. to Comp. Information Systems	Fall 2012	10
CIS 377: Database Concepts	Fall 2012	20
CIS 477: Applied Software Development	Fall 2012	10
CIS 377: Database Concepts	Spring 2013	20
CIS 385: Enterprise Resource Planning	Spring 2013	19
CIS 477: Applied Software Development	Spring 2013	10

Teaching Experience: University of Arkansas

Course Name	Semester	# of Students
WCOB 1033: Data Analysis	Fall 2006	55
WCOB 1033: Data Analysis	Spring 2007	60
WCOB 1033: Data Analysis	Spring 2007	58
WCOB 1033: Data Analysis	Spring 2008	39
ISYS 2263: Introduction to IS Development	Fall 2008	35
ISYS 2263: Introduction to IS Development	Fall 2009	50
WCOB 4213: ERP Fundamentals	Spring 2010	38

Teaching Experience: California State University Sacramento

Course Name	Semester	# of Students
MIS 123 Introduction to Information System	Fall 2002	40
MIS 123 Introduction to Information System	Fall 2002	41
MIS 123 Introduction to Information System	Spring 2003	45
MIS 123 Introduction to Information System	Spring 2003	44
MIS 123 Introduction to Information System	Fall 2003	42
MIS 123 Introduction to Information System	Fall 2003	44
MIS 123 Introduction to Information System	Spring 2004	41
MIS 123 Introduction to Information System	Spring 2004	42
MIS 123 Introduction to Information System	Fall 2004	50
MIS 123 Introduction to Information System	Fall 2004	40
MIS 123 Introduction to Information System	Spring 2005	49
MIS 123 Introduction to Information System	Spring 2005	48

IV. Awards and Honors

- *ICIS 2013 Junior Faculty Consortium Participant*, Milan, Italy, 2013
- *University Summer Research Grant*, University of Southern Indiana, 2013
- Nominated for Best Paper Award, *Intl. Conf. on Information Systems (ICIS)*, 2012, Orlando, FL
- *Summer Research Grant*, College of Business, University of Southern Indiana, 2012
- *Excellence in Research Award*, College of Business, University of Southern Indiana, 2012
- *Summer Research Grant*, College of Business, University of Southern Indiana, 2011
- *ICIS 2009 Doctoral Consortium Participant*, Phoenix, Arizona, 2009
- *DSI 2009 Doctoral Consortium Participant*, New Orleans, Louisiana, 2009
- *Graduate Student Excellence in Teaching Award*, Sam M. Walton College of Business, presented only to one doctoral student in the entire college, includes a cash prize of \$750, 2008-2009
- *Excellence in Publication in Premier Journals Award*, Information Systems department, Sam M. Walton College of Business, 2009
- *Student Research Grant*, 2008, Department of Information Systems, University of Arkansas
- *Dean's Recognition for Teaching Excellence*, Annual Commencement Ceremony, Sam M. Walton College of Business, 2009
- Doctoral Academy Fellowship, University of Arkansas, 2005-2009
- *Appreciation Award*, Information Systems Department, Sam M. Walton College of Business, for contribution to the department during tenure as a doctoral student, 2010.
- PhD Student Ambassador, 2008-2010
- Featured in semi-annual Capital University Journal, California State University Sacramento, 2003

V. Professional Experience

July 2017 – Present	Associate Professor (with tenure) College of Business, University of Louisville
July 2013 – June 2017	Assistant Professor College of Business, University of Louisville
August 2010 – July 2013	Assistant Professor Romain College of Business, Univ. of Southern Indiana
May 2007 – August 2010	Research Assistant Info. Tech. Research Institute, Univ. of Arkansas
August 2005 – August 2010	Research/Teaching Assistant Sam M. Walton College of Business, Univ. of Arkansas
May 2003 – September 2003	Database Developer Women Infant and Children, Dept. of Health Services

January 2002 – August 2005

Teaching Assistant
College of Business, Sacramento State University

August 2001 – August 2003

Technical Support Specialist
Office of the Vice President for Administration
California State University Sacramento

VI. Professional Affiliations

- Member, *Association for Information Systems (AIS)*
- Member, *Information Systems Society (ISS), INFORMS*
- Member, *Production and Operations Management Society (POMS)*
- Member, *Decision Science Institute (DSI)*
- Member, *Academy of Management (AOM)*

VII. Service Responsibilities

University of Louisville

- Member, Promotion and Tenure Committee, 2017-present
- Member, PhD Committee, 2016-present
- Organize CIS Seminar Series 2014-present
- Member MBA Program Committee, 2014-present
- Member Entrepreneurship MBA Program Committee, 2015-present
- Member, Scholarship Committee, 2013-2016
- Member, Faculty Search committee, 2014
- Member, Faculty Search committee, 2015

Student Advising:

- Doctoral thesis advisees:
 - Mahshid Jessri, starting fall 2015

- Undergraduate student advisees:
 - Justin Detherage, Spring 2016
 - Guy J. Stitt, Summer 2015

Community Service:

- Led a student team to develop an information system for the Kentuckiana Soccer Officials Association, a non-profit organization based in Kentucky, 2016
- Led a student team to develop an information system for the Land O'Lakes Arts, a non-profit organization based in Wisconsin, 2015
- Led a student team to develop an information system for the University of Louisville Vaccine and International Travel Center, 2015
- Led a student team to develop a procurement system for Baptist Health, a healthcare provider based in Louisville, KY, 2014
- Led a student team to develop an e-business for Restorative Justice of Louisville, a non-profit based in Louisville, KY, 2014
- Led a student team to develop an e-business for Kickoff-4-kids a non-profit based in Louisville, KY, 2013

University of Southern Indiana

Campus Activities: University Service

- Chair, University Faculty Affairs Committee, 2012
- Member, Computer Science Faculty Search Committee, 2012
- Member, Health Informatics Faculty Search Committee, 2011
- Member, Ideation Contest Committee, Anchor Industries Inc., 2011

Campus Activities: College Service

- Co-chair, CIS Student Recruitment Committee, 2011-2013
- Co-chair, CIS Student Retention Committee, 2010-2013
- Member, Graduate Affairs Committee, 2010-2013
- Member, Computer Science Curriculum Review Committee, 2011
- Member, Computer Information Systems Curriculum Redesign Committee, 2010-2013

Student Advising:

Doctoral thesis advisees:

- Imbert Theadore, Southern Cross University, Australia 2012-present

Undergraduate project advisees:

- Ian Bruggeman, Summer 2011
- Maria Navas Sanchez, Spring 2011

Professional Activities: Ad-Hoc Reviewer

- *Information Systems Research*: Since 2009
- *MIS Quarterly*: Since 2010
- *Journal of the Association for Information Systems*: Since 2011
- *Journal of Operations Management*, Since 2011
- *International Conferences on Information Systems (ICIS)*: 2006, 2007, 2008, 2012-present
- *Academy of Management Annual Meeting*: 2008
- *Americas Conference on Information Systems (AMCIS)*: 2008, 2009
- *Hawaii International Conference on System Sciences (HICSS)*: 2009, 2012
- *Big XII MIS Research Symposium*: 2007, 2008, 2009

VIII. Technical Skills

1. *Operating Systems:* Windows, Linux
2. *Programming/Scripting Languages:* ASP.NET, VB.NET, Java, C#
3. *Database Systems:* Microsoft SQL Server, Oracle, IBM DB/2, MySQL
4. *Design Tools:* Oracle Designer, IBM Rational Design Tools
5. *Server Technologies:* Internet Information Server, Exchange Server, Apache
6. *Statistical Applications:* SAS, SPSS, AMOS, PLS Graph, SMART PLS, HLM, SYSTAT

Jian (Jeff) Guan
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University of Louisville
Louisville, KY 40223
Phone : (502) 852-7154
Email : jeff.guan@louisville.edu

Present Position

Associate Professor of Computer Information Systems, College of, University of Louisville

Education

Degree	Date	School	Area
Ph.D.	1992	University of Louisville	Computer Science and Engineering
M.S.	1989	University of Louisville	Computer Science

Professional Experience

- 8/96 – Present *Associate Professor of Computer Information Systems, College of Business, University of Louisville*
- 8/94 – 8/96 *Assistant Professor of Computer Information Systems, School of Business, College of Business and Public Administration, University of Louisville*
- 5/92 – 7/94 *Assistant Professor of Information Science and Data Processing, College of Business and Public Administration, University of Louisville*
- 8/90 – 5/92 *Assistant Professor of Information Science and Data Processing, Speed Scientific School, University of Louisville*

Journal Publications

1. Manikas, A., Boyd, L., Pang, Q, and Guan, J. A Data-Driven Analysis of Research Methods in IJPR since Inception. *International Journal of Production Research*, Accepted.
2. Guan, J., Manikas, A. S., & Boyd, L. H. (2017). The International Journal of Production Research at 55: a content-driven review and analysis. *International Journal of Production Research*, Forthcoming.
3. Guan, J., Levitan, A.S., Goyal, S. "Text Mining Using Latent Semantic Analysis: An Illustration through Examination of 30 Years of Research at JIS," forthcoming in *Journal of Information Systems*.
4. 2017, Shi, D., Guan, J., Zurada, J., Lopez-Vargas, J., and Maria del Carmen Cabrera Loayza, "A Fuzzy Neural Approach with Multiple Models to Time-dependent Short Term Power Load Forecasting Based on Weather", *International Journal of Multimedia and Ubiquitous Engineering*, 12(1), 1-6.

5. 2015, Shi, D., Zurada, J., Guan, J., and Goyal, S. "Semi-supervised Learning as an Approach to Improving Data Classification – An Illustration of Bad Debt Recovery in the Healthcare Industry", *Journal of International Technology and Information Management*, 24(4), 1-24.
6. 2015, Shi, D., Guan, J., J. Zurada, A.S. Levitan "An Innovative Clustering Approach to Market Segmentation for Improved Price Prediction," *Journal of International Technology and Information Management*, 24(1), 15-32.
7. 2014, Zurada, J., N. Keune, J. Guan "The classification performance of multiple methods and datasets: cases from the loan credit scoring domain," *Journal of International Technology and Information Management*, 23(1), 57-82.
8. 2014, Guan, J., D. Shi, J. Zurada, A.S. Levitan "Analyzing Massive Data Sets: An Adaptive Fuzzy Neural Approach for Prediction, with a Real Estate Illustration," *Journal of Organizational Computing and Electronic Commerce*, (24)1, 94-112.
9. 2013, Shi, D., J. Zurada, J. Guan "An adaptive neuro-fuzzy inference system for predicting the risks of low back disorders due to manual material lifting jobs," *Expert Systems with Applications*, 40(14), 5490-5500.
10. 2013, Guan, J., A.S. Levitan, J.R. Kuhn "How AIS Can Progress Along With Ontology Research in IS," *International Journal of Accounting Information Systems*, (March 2013), 14 (1), 21-38.
11. 2013, Gohmann, S.F., J. Guan, R.M. Barker, D.J. Faulds "Requirements Fulfillment: A Missing Link between Requirements Determination and User Acceptance," *Information Systems Management*, 30(1), 63-74.
12. 2012, Guan, J. and A.S. Levitan (2012) "A Model for Investigating Internal Control Weaknesses," *Communications of the AIS*, 31, Article 3.
13. 2011, Zurada, J., A.S. Levitan, J. Guan "Assessment of Real Estate Property Value: A Comparative Study," *Journal of Real Estate Research*, 33(3), 349-387.
14. 2010, Barker, R.M., J. Guan, S. Gohmann, D. Faulds "Requirements Bias: An Agency Theory Explanation for Sales Force Automation Implementation Success," *Communications of the ACM*, 53(7).
15. 2009, Barker, R.M., J. Guan, S. Gohmann, D. Faulds "Why is my sales force automation system failing?" *Business Horizons*, 52, 233—241.
16. 2008, Levitan, A.S., A.T. Cobb, J. Guan "Modeling an Object-Oriented Accounting System with Computer-Aided Software Engineering," *Journal of Information Systems*, 2008 Fall, 22(2), 123-140.

17. 2008, Guan, J., A.S. Levitan, J. Zurada "An Adaptive Neuro-Fuzzy Inference System Based Approach to Real Estate Property Assessment," *Journal of Real Estate Research*, 30(4), 395-420.
18. 2007, Cobb, A.T., J. Guan, A.S. Levitan "Control Considerations in Object-Oriented Systems," *Information Systems Control Journal*, Vol. 3, 2007, 1-5.
19. 2007, Faulds, D.J., J.Guan, R.M. Barker, S.F. Gohmann "Sale Force Automation Systems: The Correspondence between the Perception of Productivity Gains and the Perception of Management Control among Salespeople," *Review of Business Information Systems*, 11(2), 2007, 1-10.
20. 2006, Zurada, J., A.S. Levitan, J. Guan "Non-Conventional Approaches to Property Value Assessment," *Journal of Applied Business Research*, 22(3), 2006, 1-14.
21. 2005, Gohmann, S.F., J.Guan, R.M. Barker, D.J. Faulds "Perceptions of Sales Force Automation: Differences between Sales Force and Management," *Industrial Marketing Management*, 34(4), May 2005, 337-343.
22. 2005, Gohmann, S.F., R.M. Barker, D.J. Faulds, J.Guan "Sales Force Automation, Information Accuracy and User Satisfaction," *Journal of Business and Industrial Marketing*, Volume: 20 Issue: 1; 2005, pp. 23-32.
23. 2004, Guan, J., R.M. Barker, D.J. Faulds, S.F. Gohmann "Sales Force Automation Acceptance: An Exploratory Study of the Role of Job Experience," *Journal of Applied Business Research*, Vol. 20, No. 3, pp.103-114.
24. 2002, Guan, J., W. Nunez, J.F. Welsh "Institutional strategy and information support: the role of data warehousing in higher education," *Campus Wide Information Systems*, Vol. 19, Num. 5, pp. 168 -174.
25. 2002, Guan, J., R.M. Barker "The Strategic Imperative for an Integrated Enterprise," *International Business & Economics Research Journal*, Vol. 1, No. 6, June, pp. 1-6.
26. 2001, Guan, J., A.S. Levitan "An Accounts Receivable Star Schema," *The Review of Accounting Information Systems*, Vol. 5, No. 1, Winter, pp. 31-44.
27. 1999, Srinivasan, S., J. Guan, A.L. Wright "A new CIS curriculum design approach for the 21st century," *Journal of Computer Information Systems*, Spring, v39 n3, pp. 99-106.
28. 1997, Guan, J., A.S. Levitan "Artificial Neural Network Based Assessment of Residential Real Estate Property Prices: A Case Study," *Accounting Forum*, Vol. 20, Nos. 3-4.
29. 1996, Guan, J., J.H. Graham "An Integrated Approach for Fault Diagnosis with Learning," *Computers in Industry*, 32(1), pp. 33-51.
30. 1995, Sun, G.C., J. Guan, T.L. Holloman "Factorization by Label of Magic Graphs," *Congressus Numerantium*, Volume 112, 37-44.

31. 1995, Alexander, S.M., J.H. Graham, J. Guan, W.Y. Lee "A Functional Approach to the Concurrent Design of Diagnostic Systems," *International Journal of Computers and Industrial Engineering: Special Issue*, vol. 28, No. 3, pp. 605-614.
32. 1994, Sun, G.C., J. Guan "A Labeling Algorithm for Magic Graph," *Congressus Numerantium*, Vol. 102, pp.129-137.
33. 1994, Guan, J., J.H. Graham "Diagnostic Reasoning with Fault Propagation Digraph and Sequential Testing," *IEEE Transactions on Systems, Man, and Cybernetics*, October Vol. 24, No. 10, pp. 1552-1558.
34. 1993, Graham, J.H., J. Guan, S.M. Alexander "A Hybrid Diagnostic System with Learning Capabilities," *Engineering Applications in AI*, Vol.6, No. 1, pp. 21-28.
35. 1990, Alexander, S.M., J. Guan "The Design and Development of an Automated DFA System," *International Journal of Computers and Industrial Engineering*, Vol.19, Nos. 1-4, pp. 467-471.

Book Chapters

1. 2013, "A Digraph Model for Risk Identification and Management in SCADA Systems," Intelligence Systems for Security Informatics eds Christopher C Yang; Wenji Mao; Xiaolong Zheng; Hui Wang, Academic Press, .
2. 2009, Hieb, J.L., J.H. Graham, J. Guan "An Ontological Model for Risk Management in SCADA Systems," IFIP Advances in Information and Communication Technology, Vol. 311 Palmer, Charles; Sheno, Sujeet (Eds.) 2009, XVI, 257 p., Springer, Hardcover ISBN: 978-3-642-04797-8.
3. 2004, Jian Guan, William Nunez, John F. Welsh,"Institutional strategy and information support: the role of data warehousing in higher education," in Best Technology Practices in Higher Education, edited by Les Lloyd, Information Today, Inc., pp. 133-143.
4. 1998, G.C. Sun, J. Guan "Standardized Moment Invariants and Their Application in a Neural Network Pattern Recognizer," in Intelligent Engineering Systems Through Artificial Neural Networks, Vol. 8., eds. Dagli, Cihan H., et al., ASME Press, pp. 509-514.
5. 1997, J. Guan, J.H. Graham "Intelligent Diagnostics in Robotics and Integrated Manufacturing Systems," In Design and Implementation of Intelligent Manufacturing Systems, edited by H.R. Parsaei et al., Prentice-Hall, pp.65-79.

Conference Presentations/Proceedings

1. 2017, Shi, D., Zurada, J., Guan, J. "Identification of Human Factors in Aviation Incidents Using a Data Stream Approach," HICSS 2017, Honolulu, Hawaii.
2. 2016, Shi, D., Guan, J., Zurada, J. "A Bayesian Network Approach to Classifying Bad Debt in Hospitals," HICSS 2016, Honolulu, Hawaii.

3. 2015, Shi, D., Guan, J., Zurada, J. "Cost-Sensitive Learning for Imbalanced Bad Debt Datasets in Healthcare Industry," IEEE Asia-Pacific Conference on Computer Aided System Engineering 2015, Quito, Ecuador.
4. 2014, Shi, D., Zurada, J., and Guan, J., "A Neuro-fuzzy Approach to Bad Debt Recovery in Healthcare", Proceedings of the 47th Hawaii International Conference on System Sciences (HICSS'47), (R. Sprague, Ed.), IEEE Computer Society Press, pp. 2888-2897.
5. 2013, Shi, D., J. Zurada, J. Guan "Human Factors Identification in Aviation Incidents Using Topic Mining," The 7th Summer Workshop on Information Management, June, Tianjin, China.
6. 2013, Zurada, J., Shi, D., & Guan, J. "A Fuzzy Neural Approach to Classifying Low Back Disorders Risks". In R. Sprague (Ed.), Proceedings of the 46th Hawaii International Conference on System Sciences, IEEE Computer Society Press, pp. 2382-2388.
7. 2011, Guan, J., J.L. Hieb, J.H. Graham "A Digraph Model for Risk Identification and Mangement in SCADA Systems," 2011 IEEE Intelligence and Security Informatics, 150-155, July 2011, Beijing, China.
8. 2010, Guan, J., A.S. Levitan, R. Kuhn "The Need for Semantic Interoperability in the Financial Information Supply Chain," The Tenth (2010) Wuhan International Conference on E-Business, Wuhan, China.
9. 2009, "A comparison of parametric and non-parametric methods to estimate the costs of obesity," "7th International Conference on Health Economics, Beijing, China, July, 2009. With, Gohmann, S., Jozef Zurada.
10. 2009, "Assessment of Real Estate Property Value: A Comparative Study," 25th Annual American Real Estate Society Meeting, Monterey, CA, April 1-4, 2009. With Zurada, J. M., Levitan, A. S.
11. 2009, "An Ontological Approach for Identifying Cyber-Induced Faults in Process Control Systems," Third Annual IFIP WG 11.10 International Conference on Critical Infrastructure Protection, Hanover, New Hampshire, USA, March 2009. With Hieb, J.L., J.H Graham.
12. 2008, "An Ontological Model for Assessing Security Risk Impact in SCADA Systems," 23rd International Conference on Computers and Their Applications (CATA-2008), 9 to 11 April 2008, Cancun, Mexico. With James H. Graham, Thomas A. Harris, Patricia A. S. Ralston,
13. 2006, "An Ontological Model for Accounting Information Systems," (with Andrew T. Cobb, Alan S. Levitan) *Americas Conference on Information Systems* AMCIS-12 2006 Acapulco.

14. 2004, "Perceptions of Sales Force Automation Systems as a Means of Micromanagement," (with Stephen Gohmann, Robert Barker, David Faulds) presented at *ISOneWorld Conference*, Las Vegas, March 2004.
15. 2004, "Perceptions of Sales Force Automation: Differences between Sales and Management," (with Stephen Gohman, Robert Barker, David Faulds) presented at *ISOneWorld Conference*, Las Vegas, March 2004.
16. 2003, "Sales Force Automation, Information Accuracy, and User Satisfaction," (with Gohman, S. F., Barker, R.M., Faulds, D.J.) February, 2003, Las Vegas.
17. 1998, "Standardized Moment Invariants and Their Application in a Neural Network Pattern Recognizer," November, 1998, St. Louis. With Sun, G. C.
18. 1998, "Design of a Novel CIS Curriculum for Educating the Information Systems Developers of 21st Century," (with Wright, A. and Srinivasan, S.) October, 1998, San Antonio, pp. 103-108.
19. 1995, "A Planning Model for a Global Marketing Decision Support System and Its Implementation," (with Horack, R. and Barker, R.M.) September, 1995, Toronto, Canada.
20. 1995, "Development Issues in a Global Marketing Decision Support System," (with Horack, R. and Barker, R.M.) September, 1995, Toronto, Canada.
21. 1994, "Computational Considerations for Fault Diagnosis in Complex Systems," (with Graham, J.H. and Grove, R.) 9th *IEEE International Symposium on Intelligent Control*, August 1994, Columbus, Ohio, USA.
22. 1993, "Rule Learning in Intelligent Diagnostic and Monitoring Systems," (with Graham, J.H.) *International Fuzzy Systems and Intelligent Control Conference*, March, 1993, pp.249-259.
23. 1993, "Intelligent Diagnostics in Robotics and Integrated Manufacturing Systems," (with Graham, J.H.) *IEEE Robotics and Automation Conference*, May, 1993.
24. 1992, "Artificial Neural Network-Based Image Pattern Recognition," (with Zhang, H. and Sun, G.C.) *The 30th Annual ACM Southeast Conference*, Raleigh, NC, April 8-10, 1992, pp.437-441.
25. 1992, "A Hybrid CIM Diagnostic System with Learning Capabilities," (with Graham, J.H., and Alexander, S.M.) *Third International Conference on Computer Integrated Manufacturing*, Rensselaer Polytechnic Institute, Troy, NY, May 20-22, 1992.

Jeffrey Lloyd Hieb, Ph.D.

Curriculum Vitae

Associate Professor, Department of Engineering Fundamentals
University of Louisville
Louisville, Kentucky 40292
(502) 852-0465, jeff.hieb@louisville.edu

EDUCATION

2008 Ph.D., Computer Science and Engineering,

University of Louisville, Louisville, KY

Dissertation advisor: Professor James H. Graham

Dissertation: Security-Enhanced Remote Terminal Units for SCADA Networks

2004 M.S., Computer Science

University of Louisville, Louisville, KY

Thesis advisor: Professor James H. Graham

Thesis: Anomaly Based Intrusion Detection for Network Monitoring Using a Dynamic Honeypot.

1992 B.S. Computer Science / B.A. Philosophy, Cum Laude Furman

University, Greenville, SC

PROFESSIONAL APPOINTMENTS AND EMPLOYMENT July 2015 – present **Associate Professor,**

Department of Engineering Fundamentals, University of Louisville

July 2009 – present

Assistant Professor, probationary

Department of Engineering Fundamentals, University of Louisville

January 2008 – June 2009

Instructor

Department of Engineering Fundamentals, University of Louisville

January 2005 – December 2007 **Graduate**

Research Assistant

Intelligent Systems Research Lab, University of Louisville

1992-2004

Plant Manager / Plant Supervisor

Hieb Concrete Products Inc., Shelbyville, KY

TEACHING

Courses Taught

Engineering Analysis I, Engineering Analysis II, Engineering Analysis III, Differential Equations for Engineering, Linear Algebra for Engineering, Numerical Methods for Engineering and Introduction to Information Security.

Directed Student Learning

2015

Influence of Superabsorbent Polymer (Cassava Starch) on the Rheological Behavior of Cement Pastes.

James Wong, Master's of Engineering, thesis committee member

2014

“RBAC Constraint Enforcement in SCADA Field Devices”

Samuel Dicken, Master's of Engineering, thesis co-director.

2013

“Design and Implementation of Digital Image Ciphering and Analysis”

Omar Ashraf Abdelwahab, Master's of Computer Science, Thesis member.

2012

“Role Based Access Control and Authentication for SCADA Field Devices Using a Dual Bloom Filter and Challenge Response”

Jacob Schreiber, CECS Master's Thesis, Co-Director

“Microkernel Security Evaluation”

Kevin Kurtz, ECE Master's Thesis, Co-Director

“Water Treatment and Distribution Simulation For a SCADA Security Testbed”,

Kyle Moss, ECE Master's Thesis, Co-Director

“Studying bleeding characteristics and other properties of self-consolidating concrete pastes with supplementary cementitious materials”, Coty Young, IE Master's Thesis, Committee Member

"Parallelizing a Network Intrusion Detection System using a GPU",

Anju Madhusoodhanan-Sathik, CECS Master's Thesis, Committee Member

Engineering Fundamentals Solar Flight Team, Team Mentor

2011

“A prototype Security hardened Field Device for SCADA Systems”

Brad Luyster, ECE Master's Thesis, Co-Director

“A Water System Simulation for Testing Security Enhancements to SCADA Field Devices” Justin

Adams, CECS Master's Thesis, Co-Director

2010

“Clustering Digital Ink Content to Assist With the Grading of Student Work” Jarad

Hatfield, CECS Master's Thesis, Co-Director.

Professional Development and Curricular Innovations

2015 – 2016

Engineering Analysis I, II, and III: Beginning in the summer of 2015 developed and taught fully flipped version of these courses. Developed out of class lessons and in class activities to implement the flipped class design. Main activity for classes was collaborative problem solving.

Introduction to Calculus for Engineering: Developed structured class meetings for the previously unstructured lab hours of the emporium model class. Developed a new activity template (think aloud problem solving) to help students as they work collaboratively.

Engineering Analysis I: Developed partial flipped classroom for this class. Class met five days a week, two days a week the class met in the newly renovated JSLL16 Pilot Collaborative classroom. Developed activities including group ice breakers and collaborative problem solving activities.

2013

Linear Algebra for Engineering: Continued to refine the inverted classroom implementation of this course. Previously used DyKnow™ notebooks were replaced with SCORM content, an HTML based content management format that integrates with BlackBoard®. The SCORM content was developed using SoftChalk™ and included text, images, videos, and test your understanding quiz questions.

Introductory Calculus for Engineering: Redesigned this course to use the National Center for Academic Transformation's Emporium Model, with a pilot class to be offered in the fall.

Information Security: Developed and built a remotely accessible virtual lab for student. The virtual environment provides students with targets to use for attack labs and an small enterprise network to defend.

2012

Engineering Analysis I,II, III: Initiated and managed a project to create custom questions for the MyMathLab content for Engineering Analysis I, II and III. The custom questions fill two needs: 1) for homework questions that had been used in previous years but were not available in MyMathLab and 2) to be used for quiz and test questions. Coding of homework questions for Engineering Analysis I was completed in the spring of 2012, with help from a graduate student. The coding of custom questions for Engineering Analysis II homework was completed in the summer of 2012, and I completed coding all questions for Engineering Analysis III homework in the Fall of 2012. Used MyMathLab to replace 50% of the paper exams normally given in Engineering Analysis I, and III.

Linear Algebra For Engineering: Continued developing the inverted classroom in Linear Algebra for Engineering, building on the Tegrity videos from the previous year. Created DyKnow notebooks with course notes, embedded Tegrity videos and sample problems for student to work. Student were to complete the notebooks for class so that they came to class more prepared to do problem solving and ask questions.

2011

Engineering Analysis I, II, III: Lead the department effort to begin incorporating MyMathLab into Engineering Analysis I, II and III. Working with other faculty in the department and Pearson, created a custom text book for Engineering Analysis I, II and III. Served as the liaison with Pearson, providing them with content selections, cover material, and answering all questions during the process. At the time this was the most complicated mathematics custom book developed by Pearson. The custom text included access to MyMathLab, content from three different books, and an etext. It was used for the first time in the Fall of 2011.

Linear Algebra for Engineering: Started implementing an inverted classroom in Linear Algebra for Engineering using Tegrity videos to supplement class lecture so that more time could be spent doing problem solving during class. Recorded a total of 77 Tegrity videos.

2010

Engineering Analysis III: Piloted the use of MyMathLab in Engineering Analysis III. Contacted publisher, Pearson, and convinced them to provide one semester access for free for students in Engineering Analysis III. All student homework for that semester was done in MyMathLab, and student response was very positive.

Linear Algebra for Engineering: Developed and evaluated an approach to augment traditional DyKnow notes for Linear Algebra for Engineering to include interactive content. Computational support for the content was provided by a MapleNet™ Server. Inside a DyKnow™ notebook panel, students could interact with a widget that would allow them to do things like perform linear transformations on simple graphical objects.

Mid-semester Review of Linear Algebra for Engineering, conducted by Marie Brown, Assistant Director for Teaching and Learning, Delphi Center for Teaching and Learning.

Mid-semester Review of Engineering Analysis III, conducted by Marie Brown, Assistant Director for Teaching and Learning, Delphi Center for Teaching and Learning.

2009

Critical Thinking in Differential Equations, Developed and piloted explicit critical thinking instruction and assessment for Differential Equations for Engineering in support of the University's critical thinking initiative – i2a.

2008

i2a Critical Thinking Faculty Learning Community, a two semester long series of workshops and one-on-one meetings with i2a leaders culminating in the development of critical thinking activities and assessments for Engineering Analysis III.

PUBLICATIONS

Peer-Reviewed Journal Articles

2016

Hopkins, R. F., Lyle, K. B., Hieb, J. L., & Ralston, P. A. S. (2016). Spaced Retrieval Practice Increases College Students' Short- and Long-Term Retention of Mathematics Knowledge. *Educational Psychology Review*, 28(4), 853–873. <http://doi.org/10.1007/s10648-015-9349-8>

2015

Conn Welch, K. C. W., Hieb, J., & Graham, J. (2015). A Systematic Approach To Teaching Critical Thinking Skills To Electrical And Computer Engineering Undergraduates. *American Journal of Engineering Education (AJEE)*, 6(2), 113. <http://doi.org/10.19030/ajee.v6i2.9506>

2014

Hieb, Jeffrey L, Keith B Lyle, Patricia A S Ralston, and Julia Chariker. 2014. "Predicting Performance in a First Engineering Calculus Course: Implications for Interventions." *International Journal of Mathematical Education in Science and Technology* (July 14): 1–16.

2013

Ralston, P. A. S., **Hieb, J. L.**, "The Use and Impact of Tablet PCs in Undergraduate Education." *Computers in Education Journal*, vol. 4, no. 3, pp. 32 – 45, July 2013.

Hieb, J. L., Schreiver, J., and Graham, J. H., "A security-hardened appliance for implementing authentication and access control in SCADA infrastructures with legacy field devices." *International Journal of Critical Infrastructure Protection*, vol. 6, no. 1, pp. 12–24, Mar. 2013.

Ralston, P. A. S., **Hieb, J. L.**, and Rivoli, G., "Partnerships and Experience in Building STEM Pipelines." *Journal of Professional Issues in Engineering Education and Practice*, vol. 139, no. 2, pp. 156–162, Apr. 2013.

2012

Lewis, J.E. and **Hieb, J. L.**, "Technical Literacy in an Introduction to Engineering Course for Freshman Engineers," *COMPUTERS IN EDUCATION*, vol. 3, no. 4, pp. 76–81, 2012.

2011

Hieb, J. L., Ralston, P. A. S., and Bays C. L., "A Tablet is Required: Promoting Effective Student Use of Tablets in the Classroom," *Computers in Education Journal*, vol. 21, no. 2, pp. 54-68, 2011.

2010

Hieb, J. L., Ralston, P. A. S., "Tablet PCs in Engineering Mathematics Courses at the J.B. Speed School of Engineering", *International Journal of Mathematics Education in Science and Technology*, Vol. 41, Issue 4, pp. 487-500, 2010

Patel C. S., **Hieb, J. L.**, and Graham, J. H., "Secure Internet-Based SCADA for Monitoring and Control of Industrial Processes, *International Journal of Computers and Their Applications* (ICJA), Volume 7, No. 1 March, pp. 41-51, 2010

2007

Ralston P. A. S., Graham, J. H., and **Hieb, J. L.**, "Cyber Security Risk assessment for SCADA and DCS Networks." *ISA Transactions*, vol. 46, no. 4, pp. 583-594, 2007.

Book Chapters

2013

Guan, J., Graham, J. H., and **Hieb, J. L.**, "A Digraph Model for Risk Identification and Management in SCADA Systems," in *Intelligent Systems for Security Informatics*, C. Yang, W. Mao, X. Zheng, and H. Wang, Eds. Elsevier, 2013, pp. 69–83.

2012

Hieb, Jeffrey L., Schreiver, Jacob, and James H. Graham., “Using Bloom Filters for Checking Access Control and Authentication Requirements for SCADA Field Devices.” In *Critical Infrastructure Protection VI*, edited by Jonathan Butts and Sujeet Sheno, 59–71. Boston, MA: Springer.

2011

Hieb, J. L., “A Digital Ink and Computer Algebra Mashup to Enhance Classroom Learning,” in *The Impact of Tablet PCs and Pen-Based Technology on Education*, R. Reed and D. Berque, Eds. West Lafayette, Indiana: 2011.

2009

Hatfield, J., **Hieb, J. L.**, Lewis, J. E., “Using Retrieved Panels from DyKnow in Large Classes”, in *The Impact of Tablet Pcs and Pen-based Technology on Education, 2009*. D. Berque, L. Konkle, and R. Reed, Editors. Purdue University Press, West Lafayette, Indiana, 2009.

Hieb, J. L. , Graham, J. H., and Guan, J., "An Ontology for Identifying Cyber Intrusion Induced Faults in Process Control Systems," in *Critical Infrastructure Protection III, IFIP AICT 311*. C. Palmer and S. Sheno, Eds. Springer, pp. 125-138, 2009.

Hieb, J. L. and Graham, J. H., “Designing Security-Hardened Microkernels For Field Devices,” in *Critical Infrastructure Protection II*, M. Papa and S. Sheno, Eds. Boston, MA: Springer, pp. 129140, 2009.

2007

Hieb, J. L., Patel, S. C., and Graham, J. H., “Security Enhancements for Distributed Control Systems,” in *Critical Infrastructure Protection*, vol. 253, no. 4, E. Goetz and S. Sheno, Eds. Boston, MA: Springer US, pp. 133-146, 2007.

Peer-Reviewed Conference Proceedings

2017

Hieb, J. L., & Corley, W. B., & McNeil, J. C. (2017, June), *Flipping Calculus for Engineering Students: Pre-class Assignments and Readiness Assessment Strategies* Paper presented at 2017 ASEE Annual Conference & Exposition, Columbus, Ohio. <https://peer.asee.org/28369>

2016

Sabraoui, M., Hieb, J.L., Graham, J.H. 2016. “Verifying SCADA Security in Industrial Control Systems” In *Proceedings of the 29th International Conference on Computer Applications in Industry and Engineering (CAINE-2016)*. September 26-28, Denver Colorado.

2015

Fain, R. J., & Hieb, J. L., & Ralston, P. A., & Lyle, K. B. (2015, June), *Can the Spacing Effect Improve the Effectiveness of a Math Intervention Course for Engineering Students?* Paper presented at 2015 ASEE Annual Conference & Exposition, Seattle, Washington. 10.18260/p.23660

Lewis, J. E., & Hieb, J. L. (2015, June), *Work-in-Progress: Incoming Student Technology Education* Paper presented at 2015 ASEE Annual Conference & Exposition, Seattle, Washington. 10.18260/p.25095

2014

Hieb, J. L., & Ralston, P. A. (2014, June), *A Departmental Initiative to Effectively Incorporate Technology Use in Engineering Mathematics Education: A Case Study* Paper presented at 2014 ASEE Annual Conference & Exposition, Indianapolis, Indiana. <https://peer.asee.org/19935>

K. Kurtz, J. Graham, J. Hieb, J. Naber, “Verified Micro-Kernel Architecture for Security Preprocessor”, Conference on Computers and Their Applications, Las Vegas, NV, March 24-26, 2014.

M. Sabraoui, J. L. Hieb, and J. H. Graham, “MODBUS Protocol Fuzzing for Cyber-security Evaluation of Industrial Control Systems,” in *Proc. 27th Intl. Conference on Computer Applications in Industry and Engineering (CAINE-2014)*, 2014, pp. 187–192.

2013

Chariker, J., Ralston, P. A. S., **Hieb, J. L.**, and Wilkins, C. 2013. “An Analysis of Two Interventions Designed to Improve Student Performance in Engineering Calculus.” In *Proceeding of the 2013 ASEE Annual Conference Exposition and Exposition*. Atlanta: ASEE.

Foreman, Chris J., **Hieb, Jeffrey L.**, and Graham, James H. 2013. “Mapping Dams Sector CyberSecurity Vulnerabilities” In *The 26th International Conference on Computer Applications in Industry and Engineering*, Los Angeles: ISCA.

Lewis, J. E., and **Hieb, J. L.** 2013. “Using MyMathLab for Learning Reinforcement in the Classroom and Attendance Data for Engineering Calculus.” In *Proceeding of the 2013 ASEE Annual Conference Exposition and Exposition2*. Atlanta: ASEE.

2012

Foreman, C. J., **Hieb, J. L.**, Graham J. H., and Ragade, R. K., “A Curriculum Model for Industrial Control Systems Cyber-Security with Sample Modules,” in *Proceedings of the ISCA 27th International Conference On Computers and Their Applications (CATA-2012)*, pp. 179–183, 2012.

Hieb, J. L., Graham, J. H., Schreiver, J., and **Moss, K.**, “Security Preprocessor for Industrial Control Networks,” in *Proceedings of the 7th International Conference on Information Warfare and Security (ICIW 2012)*, Seattle, March 22-23, 2012, pp. 130–137.

Graham, J. H., Welch, C. C., **Hieb, J. L.**, and McNamara, S., “Critical Thinking in Electrical and Computer Engineering,” in *Proceedings of the ASEE 2012 Annual Conference*, 2012.

Schreiver, J., Underwood, K., **Hieb, J. L.**, Graham, J. H., and Desoky, A., “Visualization of Multidimensional Bloom Filters: An Analysis of Differing Bloom Filters and Their Visual Representation,” in *Proceedings of the 25th International Conference on Computer Applications in Industry and Engineering (CAINE 2012)*, 2012, pp. 311–316.

Lewis, J. E. and **Hieb, J. L.**, "Technical Literacy in an Introduction to Engineering Course for Freshman Engineer," in *Proceedings of the ASEE 2012 Annual Conference*, 2012.

Thompson, A., Ralston, P. A. S., and **Hieb, J. L.**, "Engaging Freshman Engineers Using the PaulElder Model of Critical Thinking," in *Proceedings of the ASEE 2012 Annual Conference*, 2012.

2011

Hieb, J. L. and Graham, J. H., "Active Learning Mashups for Tablet Classrooms," in *Proceedings of the ISCA 26th International Conference on Computers and Their Applications, CATA 2011*, 2011.

Adams, J. R., **Hieb, J. L.**, Graham, J. H., and Ragade, R. K., "A Water System Simulation for Testing Security Enhancements to SCADA Field Devices," in *Proceedings of 2011 CAINE Conference*, 2011.

Guan, J., Graham, J. H., and **Hieb, J. L.**, "A digraph model for risk identification and management in SCADA systems," in *Proceedings of 2011 IEEE International Conference on Intelligence and Security Informatics*, 2011, pp. 150-155.

Lewis, J. E. and **Hieb, J. L.**, "Promoting Faculty Adoption of Tablet PCs in Upper Level Engineering Courses," in *Proceeding of the 2011 ASEE Annual Conference and Exposition*, 2011.

Ralston, P. A. S. and **Hieb, J. L.**, "Partnerships and Experience in Building STEM Pipelines," in *Proceedings of the ASEE Middle Atlantic section Fall Conference 2011*, 2011.

2010

Hieb, J. L., Graham, J. H., and Luyster, B., "A Prototype Security Hardened Field Device for Industrial Control Systems," Intl. Conf. on Advanced Computing and Communications, Orlando, FL, Sept. 2010, pp. 95-100.

Lewis, J. E., **Hieb, J. L.**, and Wheatley, D. W., "Introducing Critical Thinking to Freshman Engineering Students", in *Proceedings of the 2010 ASEE 2010 Annual Conference and Exposition ASEE 2010*, June 2010, AC 2010-1278.

2009

Lewis, J. E., **Hieb, J. L.**, and Wheatley, D. W., "Explicit Teaching of Critical Thinking in "Introduction to Engineering", in *Proceedings of the 2009 ASEE Annual Conference and Exposition ASEE*, 2009.

2007

Hieb J. L., Ralston, P. A. S., and Graham, J. H., "Testing Security Enhanced DNP3 on Actual SCADA System," in *Proceedings of the International Telecommunications Education Research Association (ITERA 2007)*, Louisville, KY, March 2007 pp. 354-378.

Graham, J. H., Mostafa, M. S., Arazi, B., Tantawy, A., **Hieb, J. L.**, Ralston, P. A.S, and Patel, S. C., "Improvements in SCADA and DCS Systems Security," in *Proceedings of the ISCA 22nd International Conference on Computers And Their Applications (CATA 2007)*, Honolulu, HI, March 2007.

2006

Hieb, J. L. and Graham, J. H., "Security Enhanced Remote Terminal Units for SCADA Networks," in *Proceedings of ISCA 19th International Conference on Computers Applications in Industry and Engineering (CAINE 2006)* Las Vegas, NV, November 2006, pp. 271-276.

Hieb, J. L. and Graham, J. H., "Dynamic Authentication Using Keystroke Biometrics," in *Proceedings of the 21st International Conference on Computers and Their Applications (CATA 2006)*, Seattle, WA, March 2006, pp. 337-342.

PATENTS

Graham, James H. and **Hieb, Jeffrey L.** 2014. *A System, Method, and Device, for Processing Communication for Secure Operation of Industrial Control Systems*. U.S. Patent # US8868907

Graham, James H. and **Hieb, Jeffrey L.** 2013. *A Security Enhanced Field Device for Supervisory Control and Data Acquisition Systems*. US Patent Number 8402267, filed March 17, 2010, and issued March 19, 2013.

FUNDED GRANTS AND CONTRACTS

September 1, 2016 – September 1, 2019 (Co-PI, PI: Dr. Patricia Ralston, Co-PI Dr. Keith Lyle) Title: Examining the Effects of Retrieval Practice and Spacing on Engineering Students'

Retention of Precalculus Knowledge

Funding Source: National Science Foundation (1609290) **Funding**

Amount: \$166,751.00

August 1, 2014 – November 1, 2015 (PI, Co-PI DR. Patricia Ralston and Dr. Keith Lyle) Title: Can the Spacing Effect Improve the Effectiveness of a Math Intervention Course for Engineering Students?

Funding Source: National Science Foundation (1431544) **Funding**

Amount: \$ 93, 031.00

June 19, 2014 – April 30, 2015 (PI, Co-PI: Dr. James H. Graham, University of Louisville)

Title: Testing security preprocessors

Funding Source: National Institute for Hometown Security **Funding**

Amount: \$ 123, 419.00

October 1, 2012 – December 31, 2013 (Co-PI, PI: Dr. James H. Graham, University of Louisville)

Title: Cyber-Security for Industrial Control Systems Used in the Dam Sector

Funding Source: National Institute for Hometown Security **Funding**

Amount: \$ 249,997

October 1, 2011 – March 31, 2013 (PI)

Title: Brass-Board Prototype for an ICS Field Device Security Preprocessor

Funding Source: Kentucky Science and Technology Corporation, Kentucky Commercialization Fund

Funding Amount: \$74,000

June 9, 2010—June 8, 2012 (Co-PI, PI: Dr. James H. Graham, University of Louisville) **Title:** Cyber Security for Process Control Systems Used in Critical Infrastructure

Funding Source: National Institute for Hometown Security **Funding**

Amount: \$399,780

August 1, 2009—May 31, 2010 (PI)

Title: The Impact of Interactive Embedded Maple Documents on Student Learning in Linear Algebra

Funding Source: University of Louisville, Delphi Center for Teaching and Learning **Funding Amount:** \$3700

January 1, 2009 – December 31, 2009 (PI)

Title: Teaching and Assessing Engineering Reasoning in Differential Equations

Funding Source: University of Louisville, Delphi Center for Teaching and Learning **Funding Amount:** \$5000

INVITED PRESENTATIONS AND WORKSHOP PARTICIPATION

MyMathLab/MyStatLab Development Summit. Approximately 24 faculty from across the US were invited to work closely with MyMathLab developers to learn about and improve MyMathLab. San Diego, California, February 7-11, 2013

“Technology in Engineering Analysis I, II and III”
Webinars on Effective use of Technology in Calculus, Pearson.
Louisville, Kentucky, Thursday, October 18, 2012

“Advanced Custom Question Builder for MyMathLab”
MathTech Pioneers IX
Louisville, Kentucky, October 19-20, 2012

“The use of MyMathLab at the J.B. Speed School of Engineering”
MathTech Pioneers IX
Louisville, Kentucky, October 19-20, 2012

“Cyber-Security for Industrial Control Networks”
Sandia National Labs
Albuquerque, New Mexico, June 21, 2011

“DyKnow Classroom Examples”
118th ASEE Annual Conference and Exposition, DyKnow™ Exhibit Vancouver B.C., June 27th, 2011

“Use of MyMathLab in Face to Face Engineering Analysis III”
MathTech Pioneers VIII
Louisville, Kentucky, October 21-22, 2011

“A custom multi-media textbook for Engineering Analysis”
MathTech Pioneers VIII
Louisville, Kentucky, October 21-22, 2011

“Engineering Critical Thinking”
29th International Conference on Critical Thinking and Educational Reform
San Francisco, California, July 20-23, 2009

CAMPUS PRESENTATIONS AND WORKSHOPS

“Course Redesign Workshop, Investigating Models for Academic Transformation”
The Department of Engineering Fundamentals,
Presented as part of the Speed LEAD Series January,
2013

“Better Learning with Effective Use of Tablet PCs In and Out of the Classroom” University of
Louisville i2a Institute
May, 2012

“DyKnow Tools and Tips for Faculty”
A presentation to Speed School faculty
April, 2011

“The impact of Embedded Interactive Maple in Linear Algebra”,
Delphi Lunch and Learn
October, 2010

“Speed School DyKnow Summer Workshop”
Offered by Jeffrey L. Hieb and James E. Lewis.
Ten week summer seminar series to help faculty develop and use DyKnow in their classes

“Engineering Critical Thinking”
University of Louisville i2a Institute
May, 2009

SERVICE

Teaching Innovation Learning Lab (TILL) Steering Committee, 2015 – present

General Education Task Force, 2015 – present

Belknap Academic Classroom Building classroom committee, 2015 - present

Search Committee for REACH Executive Director, 2014, Chair.

University Academic Technology Committee, 2014 - present.

Speed School Library Committee, Member, 2011 – 2013.

Engineering Fundamentals Search Committee, Member, 2013.

Speed School Strategic Planning Committee on Educational Excellence, 2012-2013

Engineering Fundamentals Search Committee, 2011-2012.

University of Louisville Celebration of Teaching and Learning Planning Committee, Member, 2010-2011

Phi Beta Kappa Association of Kentuckiana Board of
Director 2009 – Present
Assistant Secretary 2011 – 2012
Secretary 2012 – Present

HONORS and AWARDS

Faculty Excellence Award recognizing faculty whose work has resulted in patents, licenses or options.
September, 2015

Distinguished Faculty Award for Teaching, September 2014.

ASEE Campus Star
American Society For Engineering Education, February 2014

Faculty Excellence Award recognizing faculty whose work has resulted in patents, licenses or options.
September 17, 2013

Best Paper: "A DIGITAL INK AND COMPUTER ALGEBRA SYSTEM MASHUP TO ENHANCE CLASSROOM LEARNING "
Workshop on Pen-based Technology in Education, 2010 (WIPTE 2010)

Faculty Favorite Nomination 2011-2012
University of Louisville, 2012

2008 *CECS Outstanding Doctoral Student Award*
University of Louisville, 2008

CECS Master of Science, highest cumulative scholastic standing
University of Louisville, 2005

Upsilon Pi Epsilon
University of Louisville, Fall 2004

Phi Beta Kappa,
Furman University, 1992

PROFESSIONAL ORGANIZATIONS

Member, Association for Computing Machinery (ACM).

Member, Institute of Electrical and Electronics Engineers (IEEE).

Member, American Society of Engineering Education (ASEE)

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[ORCID: 0000-0003-1645-6603](https://orcid.org/0000-0003-1645-6603)

Education

- Ph.D. 2006 **Purdue University.** *Brian Lamb School of Communication.* West Lafayette, IN
Major: Organizational Communication
Minors: Labor and Technology; Research Methods
Dissertation: *No footsteps to follow: How blue-collar kids navigate postindustrial careers*
- University of Michigan.** *Institute for Social Research.* Ann Arbor, MI
Summer Institute in Survey Research Techniques (Summer 2002)
- M.A. 2002 **Purdue University.** *Brian Lamb School of Communication.* West Lafayette, IN
Major: Organizational Communication
Minor: Work and Community
Thesis: *Occupational narrative in a blue-collar community: Rejecting the dominant discourse with stories of sisu*
- B.S. 1995 **Northern Michigan University.** *College of Arts & Sciences.* Marquette, MI
Major: Public Relations
Minor: Business Administration
Summa Cum Laude

Academic Appointments

University of Louisville

Associate Professor, Management Department (2013-present)

Assistant Professor, Management Department (2012-2013)

University of Nebraska-Lincoln

Assistant Professor, Communication Studies Department (2006-2012)

Affiliate Faculty Member, Institute for Innovative Leadership (2010-2012)

Affiliate Faculty Member, Women and Gender Studies Program (2009-2012)

Purdue University

Dissertation Fellow, Brian Lamb School of Communication (2005-2006)

Graduate Teaching Assistant, Brian Lamb School of Communication (2000-2005)

Special Appointments

- Summer 2016 Visiting Associate Professor, MS Business Analytics and Information Management Program, Krannert School of Management, Purdue University

- Summer 2010 Global Gateway Faculty Associate, Pan Pacific Study Tour (Thailand, Malaysia, Australia, Indonesia), College of Business Administration, University of Nebraska-Lincoln
- Summer 2009 Adjunct Assistant Professor, Consortium Institute of Management and Business Analysis (CIMBA), Paderno del Grappa, Italy

Honors

Research

Outstanding Article in Business and Professional Communication Quarterly Award. Association for Business Communication. (2016).

Best Paper Award (Finalist). Social Issues in Management Division. Academy of Management. (2016).

Article of the Year Award. Journal of Family Communication. (2013).

Article of the Year Award. Organizational Communication Division. National Communication Association. (2012).

Certificate of Recognition for Outstanding Contribution to Undergraduate Research. Undergraduate Creative Activities and Research Experiences Program. University of Nebraska-Lincoln. (2008).

College of Liberal Arts Distinguished Dissertation Award. Purdue University. (2007).

Alan H. Monroe Scholar for research by a graduate student. Communication Department. Purdue University. (2004).

Top Paper Award. Organizational Communication Division. International Communication Association. (2003).

Teaching

Bruce Kendall Award for excellence in teaching. Communication Studies Department. University of Nebraska-Lincoln. (2012).

Outstanding New Teacher Award. Central States Communication Association. (2010).

Bruce Kendall Award for excellence in teaching. Communication Studies Department. University of Nebraska-Lincoln. (2008).

Cooper Award for Outstanding Graduate Teaching Assistant. Central States Communication Association. (2004).

Bruce Kendall Award for excellence in teaching by a graduate student. Communication Department. Purdue University. (2004).

Purdue University Graduate Student Award for Outstanding Teaching. Committee on the Education of Teaching Assistants. Purdue University. (2004).

Excellent Teaching by a Graduate Student Award. Instructional and Developmental Communication Division. International Communication Association. (2004).

Distinguished Teaching Assistant Award. Purdue Graduate Student Government. Purdue University. (2004).

Graduate Teacher Certificate. Center for Instructional Excellence. Purdue University. (2003).

General

Ambassador Award. Association for Business Communication. (2016).

Outstanding Young Alumni Award. Northern Michigan University. (2006).

W. Charles Redding Fellowship for graduate study. Communication Department. Purdue University. (2002/2003).

Outstanding Graduating Senior in Public Relations. Communication and Performance Studies Department. Northern Michigan University. (1995).

Publications & Presentations

Books

Lucas, K., Haugen, J., & Rawlins, J. D. (forthcoming/2018). *Competent: Becoming a better business communicator.* New York, NY: Business Expert Press.

Adler, R. B., Elmhorst, J. M., & Lucas, K. (2013). *Communicating at work: Strategies for success in business and the professions* (11th ed.). New York, NY: McGraw-Hill.

Refereed Research Articles

Lucas, K., Manikas, A. S., Mattingly, E. S., & Crider, C. J. (2017). Engaging and misbehaving: How dignity affects employee work behaviors. *Organization Studies*. Advance online publication. doi:10.1177/0170840616677634

Baker, S. J., & Lucas, K. (2017). Is it safe to bring myself to work? Understanding LGBTQ experiences of workplace dignity. *Canadian Journal of Administrative Sciences*, 34(2), 133-148. doi:10.1002/CJAS.1439

Lucas, K., Kerrick, S. A., & Haugen, J., & Crider, C. J. (2016). Communicating entrepreneurial passion: Personal passion vs. perceived passion in venture pitches. *IEEE Transactions on Professional Communication*, 59(4), 363-378. doi:10.1109/TPC.2016.2607818

Lucas, K., D'Enbeau, S., & Heiden, E. P. (2016). Generational growing pains as resistance to feminine gendering of organization? An archival analysis of human resource discourses. *Journal of Management Inquiry*, 25(3), 322-337. doi:10.1177/1056492615616692

Lucas, K. (2015). Workplace dignity: Communicating inherent, earned, and remediated dignity. *Journal of Management Studies*, 52(5), 621-646. doi:10.1111/joms.12133

Lucas, K., & Fyke, J. P. (2014). Euphemisms and ethics: A language-centered analysis of Penn State's sexual abuse scandal. *Journal of Business Ethics*, 122(4), 551-569. doi:10.1007/s10551-013-1777-0

Republished in: Michaelson, C. (2017). Virtual special issue on humanities and business ethics. *Journal of Business Ethics*, 142(3), 409-412. doi:10.1007/s10551-017-3538-y
Available: <https://link.springer.com/journal/10551/142/3/page/1>

Lucas, K., Kang, D., & Li, Z. (2013). Workplace dignity in a total institution: Examining the experiences of Foxconn's migrant workforce. *Journal of Business Ethics*, 114(1), 91-106. doi:10.1007/s10551-012-1328-0

Buzzanell, P. M., & Lucas, K. (2013). Constrained and constructed choices in career: An examination of communication pathways to dignity. *Annals of the International Communication Association*, 37(1), 3-31. doi:10.1080/23808985.2013.11679144 [Lead Article; formerly *Communication Yearbook*]

Sherry, J. L., & Lucas, K., Greenberg, B. S., & Holmstrom, A. J. (2013). Child development and genre preference: Research for educational game design. *Cyberpsychology, Behavior, and Social Networking*, 16(5), 335-339. doi:10.1089/cyber.2012.0242

Lucas, K., & Buzzanell, P. M. (2012). Memorable messages of hard times: Constructing short- and long-term resiliencies through family communication. *Journal of Family Communication*, 12(3), 189-208. doi:10.1080/15267431.2012.687196 [Journal of Family Communication Article of the Year Award]

Lucas, K. (2011). The working class promise: A communicative account of mobility-based ambivalences. *Communication Monographs*, 78(3), 347-369. doi:10.1080/03637751.2011.589461 [NCA Organizational Communication Division Article of the Year Award]

Lucas, K. (2011). Blue-collar discourses of workplace dignity: Using outgroup comparisons to construct positive identities. *Management Communication Quarterly*, 25(2), 353-374. doi:10.1177/0893318910386445

Lucas, K. (2011). Socializing messages in blue-collar families: Communicative pathways to social mobility and reproduction. *Western Journal of Communication*, 75(1), 95-121. doi:10.1080/10570314.2010.536964

Greenberg, B. S., Sherry, J. L., Lachlan, K., Lucas, K., & Holmstrom, A. J. (2010). Orientations to video games among gender and age groups. *Simulation & Gaming*, 41(2), 238-259. doi:10.1177/1046878108319930

Lucas, K., & Steimel, S. J. (2009). Creating and responding to the gen(d)eralized other: Women miners' community-constructed identities. *Women's Studies in Communication*, 32(3), 320-347. doi:10.1080/07491409.2009.10162393

Lucas, K., Liu, M., & Buzzanell, P. M. (2006). No limits careers: A critical examination of career discourse in the U.S. and China. In M. Orbe, B. J. Allen, & L. A. Flores (Eds.), *International and intercultural communication annual 28* (pp. 217-242). Thousand Oaks, CA: SAGE.

Roy, K. M., & Lucas, K. (2006). Generativity as second chance: Low-income fathers and transformation of the difficult past. *Research in Human Development*, 3(2&3), 139-159. doi:10.1080/15427609.2006.9683366

Lucas, K., & Buzzanell, P. M. (2004). Blue-collar work, career, and success: Occupational narratives of sisu. *Journal of Applied Communication Research*, 32(4), 273-292. doi:10.1080/0090988042000240167 [Lead Article]

Lucas, K., & Sherry, J. L. (2004). Sex differences in video game play: A communication-based explanation. *Communication Research*, 31(5), 499-523. doi:10.1177/0093650204267930 [Lead Article]

Refereed Pedagogical Publications

Lucas, K., & Rawlins, J. D. (2015). The competency pivot: Introducing a revised approach to the business communication curriculum. *Business and Professional Communication Quarterly*, 78(2), 167-193. doi:10.1177/2329490615576071 [ABC Outstanding Article in *Business and Professional Communication Quarterly* Award]

Lucas, K., & Rawlins, J. D. (2015). PechaKucha presentations: Teaching storytelling, visual design, and conciseness. *Communication Teacher*, 29(2), 102-107. doi:10.1080/17404622.2014.1001419

Lucas, K. (2011). "The love games people play" survey: Using research methods to examine gendered scripts and stereotypes. *Communication Teacher*, 25(3), 139-143. doi:10.1080/17404622.2011.579913

Lucas, K. (2011). Oral self-critique: Raising student consciousness of communication (in)competence. *Communication Teacher*, 25(1), 12-15. doi:10.1080/17404622.2010.513993

Lucas, K. (2003). The virtual case study: Using computer-mediated communication in group problem-solving. *Communication Teacher*, 17(2), 11-13.

Reprinted in: Lucas, S. E. (2007). *Selections from the Communication Teacher, Vol. VI* (instructional supplement to *The Art of Public Speaking*, 9th ed.).

Invited Articles

Bisel, R. S., Barge, J. K., Dougherty, D. S., Lucas, K., & Tracy, S. J. (2014). A round-table discussion of "big" data in qualitative organizational communication research. *Management Communication Quarterly*, 28(4), 625-649. doi:10.1177/0893318914549952

Lucas, K., & D'Enbeau, S. (2013). Moving beyond themes: Reimagining the qualitative analysis curriculum. *Qualitative Communication Research*, 2(2), 213-227. doi:10.1525/qcr.2013.2.2.213

Book Chapters

Fyke, J. P., Trisler, B., & Lucas, K. (forthcoming). A failure of courageous leadership: Sex, embarrassment, and (not) speaking up in the Penn State sexual abuse scandal. In J. K. Beggan & S. T. Allison (Eds.), *Leadership and sexuality: Power, principles, and processes*. Northampton, MA: Edward Elgar.

Woods, C. S., & Lucas, K. (forthcoming). Gossard girls are good girls: Labor activism at a 1949 garment factory strike. In D. Gold & J. Enoch (Eds.), *Women at work: Rhetorics of gender and labor in the U.S.* Carbondale, IL: Southern Illinois University Press.

Lucas, K. (2017). Archive searching for research. In M. Allen (Ed.), *SAGE encyclopedia of communication research methods* (Vol. 1, pp. 46-49). Thousand Oaks, CA: SAGE.

Lucas, K. (2017). Computer-assisted qualitative data analysis software (CAQDAS). In M. Allen (Ed.), *SAGE encyclopedia of communication research methods* (Vol. 1, pp. 214-218). Thousand Oaks, CA: SAGE.

Lucas, K. (2017). Mobility. In C. R. Scott & L. Lewis (Eds.), *International encyclopedia of organizational communication* (Vol. III, pp. 1635-1643). Chichester, UK: Wiley Blackwell. doi:10.1002/9781118955567.wbieoc144

Lucas, K. (2017). Workplace dignity. In C. R. Scott & L. Lewis (Eds.), *International encyclopedia of organizational communication* (Vol. IV, pp. 2549-2562). Chichester, UK: Wiley Blackwell. doi:10.1002/9781118955567.wbieoc222

Baker, S. J., & Lucas, K. (2017). Challenges in creating a culture of workplace dignity for LGBT employees. In J. P. Fyke, J. Faris, J., & P. M. Buzzanell (Eds.), *Cases in organizational and managerial communication: Stretching boundaries* (pp. 260-264). New York, NY: Routledge.

Lucas, K. (2015). Moving up: The challenges of communicating a new social class identity. In D. O. Braithwaite & J. T. Wood (Eds.), *Casing interpersonal communication: Case studies in personal and social relationships* (2nd ed., pp. 15-20). Dubuque, IA: Kendall-Hunt.

Previous version: Lucas, K. (2010). Moving up: The challenges of communicating a new social class identity. In D. O. Braithwaite & J. T. Wood (Eds.), *Casing interpersonal communication: Case studies in personal and social relationships* (pp. 17-24). Dubuque, IA: Kendall-Hunt.

Lucas, K., & Buzzanell, P. M. (2011). It's the cheese: Collective memory of hard times during deindustrialization. In J. M. Cramer, C. P. Greene, & L. M. Walters (Eds.), *Food as communication: Communication as food* (pp. 95-113). New York, NY: Peter Lang.

Buzzanell, P. M., Shenoy, S., Remke, R. V., & Lucas, K. (2009). Responses to destructive organizational contexts: Intersubjectively creating resilience to foster human dignity and hope. In P. Lutgen-Sandvik & B. D. Sypher (Eds.), *The destructive side of organizational communication: Processes, consequences and constructive ways of organizing* (pp. 293-315). New York, NY: Routledge.

Lucas, K. (2007). Problematized providing and protecting: The occupational narrative of the working class. In W. DeGenaro (Ed.), *Who says? Working-class rhetoric, class consciousness, and community* (pp. 180-199). Pittsburgh, PA: University of Pittsburgh Press.

Lucas, K., & Buzzanell, P. M. (2006). Employees "without" families: Discourses of family as an external constraint to work-life balance. In L. H. Turner & R. West (Eds.), *The family communication sourcebook* (pp. 335-352). Thousand Oaks, CA: SAGE. [Recipient of NCA Family Communication Division's Outstanding Book Award]

Buzzanell, P. M., & Lucas, K. (2006). Gendered stories of career: Unfolding discourses of time, space, and identity. In B. J. Dow & J. T. Wood (Eds.), *The SAGE handbook of gender and communication* (pp. 161-178). Thousand Oaks, CA: SAGE.

Sherry, J. L., Lucas, K., Greenberg, B. S., & Lachlan, K. (2006). Video game uses and gratifications as predictors of use and game preference. In P. Vorderer & J. Bryant (Eds.), *Playing computer games: Motives, responses, and consequences* (pp. 213-224). Mahwah, NJ: Lawrence Erlbaum.

Book Review

Lucas, K. (2014). Book review of *Quiet: The power of introverts in a world that can't stop talking* by Susan Cain. *International Journal of Business Communication*, 51(1), 114-117. doi:10.1177/0021943613509338

Proceedings

Lucas, K., Manikas, A. S., Mattingly, E. S., & Crider, C. J. (2016). Dignity, counterproductive work behavior, and employee engagement. In J. Humphreys (Ed.), *Proceedings of the Seventy-sixth Annual Meeting of the Academy of Management*. Anaheim, CA. doi: 10.5465/AMBPP.2016.27

Lucas, K. (2010). Workplace dignity: A cross-cultural perspective of U.S. and Thai organizations. In S. M. Lee & J. H. Tjakraatmadja (Eds.), *Proceedings of the Pan-Pacific Conference XXVII: Managing and competing in the new world economic order* (pp. 161-163). Bali, Indonesia.

Under Review

Qian, S., Dubofsky, D., & Lucas, K. (accepted). How do situational factors influence ethical decision-making in entrepreneurship? The role of self-construal, temporal-construal, and moral identity. *Journal of Ethics & Entrepreneurship*.

Haugen, J., & Lucas, K. (revise & resubmit). Unify and present: Using Monroe's Motivated Sequence to teach team presentation skills. Under review at *Communication Teacher*.

Lucas, K., & Gist, A. N. (under review). Adding insult to injury: A dual-path model of working-class dignity injury. Under review at *Group and Organizational Management*.

Conference Papers & Presentations

(Papers marked with an * were competitively selected)

Lucas, K., (2017, August). *Social class inequality: Research perspectives and networking* [Working class roundtable]. Symposium presentation at the annual meeting of the Academy of Management, Atlanta, GA.

* Tilton, J., Kish-Gephart, J., & Lucas, K. (2017, August). *Understanding the sources and consequences of dignity threats for members of lower social classes*. Paper presented at the annual meeting of the Academy of Management, Atlanta, GA.

* Tilton, J., Kish-Gephart, J., & Lucas, K. (2017, July). *Dignity decipherment: Understanding the sources and consequences of dignity threats for members of different social classes*. Paper presented at the annual colloquium of the European Group for Organization Studies, Copenhagen, Denmark.

Lucas, K. (2017, May). *Building business communication competence: A competency-based curriculum redesign*. Presentation at the AACSB Redesigning the Undergraduate Curriculum Conference, Columbus, OH.

Academic Environment Committee. (2016, October). *The academic environment of business communication: An ABC position paper*. Paper presented at annual meeting of the Association for Business Communication, Albuquerque, NM.

* Lucas, K., Manikas, A. S., Mattingly, E. S., & Crider, C. J. (2016, August). *Dignity, counterproductive work behavior, and employee engagement*. Paper presented at annual meeting of the Academy of Management, Anaheim, CA. [Best Paper (top 10%), Social Issues in Management Division]

* Lucas, K., Gist, A. N. (2015, August). Organizing social class: Implications for working-class dignity. Paper presented at annual meeting of the Academy of Management, Vancouver, BC.

Lucas, K. (2015, May). The future of our discipline: Expanding our research 'reach.' Presentation at annual meeting of the Management Communication Association. Tuck School of Business, Dartmouth College, Hanover, NH.

- * Lucas, K., D'Enbeau, S., & Heiden, E. P. (2014, November). *Generations, gender, and organization: An historical examination of human resource communication over time*. Paper presented at annual meeting of the National Communication Association. Chicago, IL.

Lucas, K. (2014, November). *ILGWU's Gossard Strike of 1949: Embracing traditional femininities to advance feminist interests*. Paper presented at annual meeting of the National Communication Association. Chicago, IL.

- * Baker, S. J., & Lucas, K. (2014, November). *You bring yourself to work: An exploration of LGB/TQ dignity threats and identity work*. Presentation at annual meeting of the National Communication Association. Chicago, IL.

Lucas, K. (2014, May). *The competency pivot: An innovative approach to the business communication course*. Presentation at annual meeting of the Management Communication Association conference. Mason School of Business, College of William & Mary, Williamsburg, VA.

Lucas, K. (2013, November). *A candid discussion about "big" qualitative data in organizational communication*. Presentation at annual meeting of the National Communication Association, Washington, DC.

- * Lucas, K., & Davis, E. M. (2013, October). *Communicating workplace indignity: The case of the f---ing sandwich boy*. Paper presented at annual meeting of the Association for Business Communication, New Orleans, LA.

Lucas, K., Rawlins, J. D., & Olson, B. (2013, October). *Revisioning business communication: Benchmarks and new directions*. Presentation at annual meeting of the Association for Business Communication, New Orleans, LA.

- * Lucas, K., & Fyke, J. (2013, August). *Euphemisms and ethics: A language-centered analysis of Penn State's sexual abuse scandal*. Paper presented at annual meeting of the Academy of Management, Orlando, FL.

Lucas, K. (2013, August). *Workplace dignity and social class*. Paper presented at annual meeting of the Academy of Management, Orlando, FL.

- * Lucas, K., Heiden, E., & Davidson, M. (2013, March). *Generations, gender, and communication in organizations: An historical examination of HR Magazine (1970-2010)*. Paper presented at the Combined Midwest/Southeast Association for Business Communication annual conference, Louisville, KY.

- * Buzzanell, P. M., & Lucas, K. (2012, November). *Constrained and constructed choices in career: An examination of communication pathways to dignity*. Paper presented at annual meeting of the National Communication Association, Orlando, FL.

Lucas, K. (2012, September). *Communicating with dignity in difficult situations*. Presentation at annual meeting of the Kentucky Society for Human Resource Management, Louisville, KY.

- * Lucas, K. (2012, May). *Toward a conceptual understanding of communicating workplace dignity*. Paper presented at annual meeting of the International Communication Association, Phoenix, AZ.

- * Kang, D., & Li, Z., & Lucas, K. (2012, April). *Foxconn suicides: Can an organizational culture of workplace indignity be to blame?* Paper presented at annual meeting of the Central States Communication Association, Cleveland, OH.
- * Davidson, M., Heiden, E. P., & Lucas, K. (2011, November). *Millennials in a gendered workplace: Implications of generations on traditional gendering of organizations.* Paper presented at annual meeting of the National Communication Association, New Orleans, LA.
- Woods, C., & Lucas, K. (2011, November). *Gossard Girls and girdles: Gender, labor, and 'material' rhetorics at a 1949 H. W. Gossard company strike.* Paper presented at annual meeting of the National Communication Association, New Orleans, LA.
- * Lucas, K. (2011, May). *Communicating workplace dignity: An exploratory study.* Paper presented at annual meeting of the International Communication Association, Boston, MA.
- Lucas, K., Nichols, Z., Rick, J. M., & Westling, A. (2010, November). *How-to and must-do messages: A comparison of first- and continuing-generation college students' family messages.* Paper presented at annual meeting of the National Communication Association, San Francisco, CA.
- * Lucas, K. (2010, May). *Communicating for workplace dignity: A cross-cultural perspective.* Presentation at the Pan-Pacific Conference XXVII of the Pan-Pacific Business Association, Bali, Indonesia.
- * Lucas, K. (2010, April). *A cross-cultural perspective on communication and workplace dignity.* Presentation at annual meeting of the Central States Communication Association [Federation Prize Research Report Spotlight Panel], Cincinnati, OH.
- * Lucas, K., & Buzzanell, P. M. (2010, April). *Communicating during economic downturns: Construction of family resilience through intergenerational processes.* Paper presented at annual meeting of the Central States Communication Association, Cincinnati, OH.
- * Lucas, K. (2009, November). *Doctors and ditch diggers: Blue-collar discourses of workplace dignity.* Paper presented at annual meeting of the National Communication Association, Chicago, IL.
- Lucas, K. (2009, November). *Working class(lessness): Blue-collar social constructions of class.* Paper presented at annual meeting of the National Communication Association, Chicago, IL.
- * Lucas, K. (2009, May). *When the dream and promise collide: Accounting for class mobility-based ambivalences.* Paper presented at annual meeting of the International Communication Association, Chicago, IL.
- * Steimel, S. J., & Lucas, K. (2008, November). *A competent miner and a woman: Construction of female blue-collar workers' identities.* Paper presented at annual meeting of the National Communication Association, San Diego, CA.
- * Lucas, K. (2008, November). *Building ice cream sundaes: An unconventional approach to introducing public speaking.* Teaching idea presented at the annual meeting of the National Communication Association, San Diego, CA.
- * Lucas, K. (2007, November). *Discourses of downturn: Socializing blue-collar kids for postindustrial careers.* Paper presented at annual meeting of the National Communication Association, Chicago, IL.

- * Lucas, K. (2007, November). *GIFTS: The bad communication story*. Teaching idea presented at the annual meeting of the National Communication Association, Chicago, IL.
 - * Lucas, K. (2007, May). *Anticipatory socialization in blue-collar families: The social mobility-reproduction dialectic*. Paper presented at annual meeting of the International Communication Association, San Francisco, CA.
 - * Lucas, K., & Singer, R. (2006, November). *Advocating a communicative approach to studying organizational (in)justice*. Paper presented at annual meeting of the National Communication Association, San Antonio, TX.
- Lucas, K. (2006, November). *Socializing blue-collar kids for postindustrial careers: A typology of family message forms*. Paper presented at annual meeting of the National Communication Association, San Antonio, TX.
- Buzzanell, P. M., Shenoy, S., Remke, R. V., & Lucas, K. (2006, November). *Toward a communicative theory of human resilience: Discourse and performance of normalcy and hope*. Paper presented at annual meeting of the National Communication Association, San Antonio, TX.
- * Lucas, K., & Buzzanell, P. M. (2005, November). *Definitions and discourses of family as external constraints to work-life balance*. Paper presented at annual meeting of the National Communication Association, Boston, MA.
 - * Lucas, K. (2005, November). *Problematized providing and protecting: The occupational narrative of the working class*. Paper presented at annual meeting of the National Communication Association, Boston, MA.
- Roy, K. M., & Lucas, K. (2005, November). *Frustrated fathering: Cultural demand and social permission for generativity*. Paper presented at annual conference of the National Council on Family Relations, Phoenix, AZ.
- Lucas, K. (2005, October). *How working-class kids negotiate intergenerational career discontinuity*. Presentation at Organizational Communication Mini-Conference, Athens, OH.
- Lucas, K. (2004, November). *Using archival data to situate working-class discourses: Moving research forward by looking back*. Paper presented at annual meeting of the National Communication Association, Chicago, IL.
- Lucas, K., McClain, M., & Kozlik, F. (2004, November). *Police brutality and protestor anarchy: The ethics of researching the interpersonal interactions of social protests*. Paper presented at annual meeting of the National Communication Association, Chicago, IL.
- Lucas, K., & Buzzanell, P. M. (2004, November). *Moving family forward in work-family research*. Presentation at annual meeting of the National Communication Association, Chicago, IL.
- * Lucas, K., & Liu, M. (2003, November). *No limits careers: A critical examination of career discourse in the U.S. and China*. Paper presented at annual meeting of the National Communication Association, Miami Beach, FL.
 - * Lucas, K., & Buzzanell, P. M. (2003, May). *"...But that's what you call sisu": Blue-collar discourses of work, career, and success*. Paper presented at annual meeting of the International Communication Association, San Diego, CA. [Top Paper Award, Organizational Communication Division]

Lucas, K. (2003, May). *Establishing academic-industry-community partnerships*. Presentation to the Academic Industry Task Force at annual meeting of the International Communication Association, San Diego, CA.

* Sherry, J. L., & Lucas, K. (2003, May). *Video game uses and gratifications as predictors of use and game preference*. Paper presented at annual meeting of the International Communication Association, San Diego, CA.

* Lucas, K., & Sherry, J. L. (2002, November). *Sex differences among young adults' video game use and preference*. Paper presented at annual meeting of the National Communication Association, New Orleans, LA.

Lucas, K. (2002, November). *Socially constructing justice in a blue-collar organization: "Sisu" narratives as action*. Paper presented at annual meeting of the National Communication Association, New Orleans, LA.

* Lucas, K. (2002, April). *The changing role of the radio announcer: The (unnecessary) trade-off between technology and relationships*. Paper presented at annual meeting of the Central States Communication Association, Milwaukee, WI.

Sherry, J. L., Lucas, K., Brown, C., DeSouza, R., & Holmstrom, A. (2002, April). *Uses and effects of violent video games*. Presentation at annual meeting of the Central States Communication Association, Milwaukee, WI.

Lucas, K. (2001, November). *Communication and ethics: A relationship redefined*. Paper presented at annual meeting of the National Communication Association, Atlanta, GA.

* Corey, P., & Lucas, K. (2001, November). *Toward an ethic of generosity: An investigation of ethics in the human subjects review process*. Paper presented at annual meeting of the National Communication Association, Atlanta, GA.

Sherry, J. L., Lucas, K., Rechtsteiner, S., Brooks, C., & Wilson, B. (2001, May). *Video game uses and gratifications as predictors of use and game preference*. Paper presented at annual meeting of the International Communication Association, Washington, DC.

Invited Research Presentations

Lucas, K., & Crider, C. J. (2016, November). *Workplace dignity: A qualitative path of discovery*. Colloquium presentation. Qualitative Interest Group. University of Louisville.

Lucas, K. (2012, April). *Communicating workplace dignity: Mapping a research agenda*. Colloquium presentation. Communication Department. University of Kansas. Lawrence, KS.

Lucas, K. (2012, February). *Communication and workplace dignity*. Featured scientist. University of Nebraska-Medical Center Science Cafe. Lincoln, NE.

Lucas, K. (2011, November). *Revving your engine with workplace dignity*. Guest speaker. Nebraska Association of Collegiate Registrars and Admissions Officers annual meeting. Hastings, NE.

Lucas, K. (2011, October). *Communication and workplace dignity: Mapping the concept with qualitative research*. Colloquium presentation. Qualitative Research Interest Group. College of Education and Human Services. University of Nebraska-Lincoln.

Lucas, K. (2011, September). *Workplace dignity and employee performance: Boosting both with better communication*. Guest speaker. President's Office. University of Nebraska System Office. Lincoln, NE.

Lucas, K. (2011, May). *Workplace dignity and employee performance: Boosting both with better communication*. Session speaker. College of Nursing annual meeting. University of Nebraska-Medical Center. Lincoln, NE.

Lucas, K. (2011, March). *Workplace dignity: What's leadership got to do with it?* Colloquium presentation. Institute for Innovative Leadership. University of Nebraska-Lincoln.

Lucas, K. (2009, March). *Communication and workplace dignity*. Keynote presentation. Nebraska Child Care Center Directors Association annual conference. Lincoln, NE.

Lucas, K. (2006, October). *When the dream and promise collide: Constructing classless career identities in a postindustrial world*. Colloquium presentation. Communication Studies Department. University of Nebraska-Lincoln.

Lucas, K. (2006, April). *Cheese, sidelines, and silence: Discourses of economic downturn*. Public presentation. Central Upper Peninsula and Northern Michigan University Archives. Northern Michigan University.

Lucas, K. (2002, September). *Occupational narrative in a blue-collar community*. Colloquium presentation. Communication Department. Purdue University.

Sherry, J. L., & Lucas, K. (2002, March). *Uses and effects of video games*. Colloquium presentation. Communication Department. Purdue University.

Miscellaneous Publications (blogs, popular press, etc.)

Lucas, K. (2017, January/February). Toward better business communication. *BizEd Magazine*, pp. 54-61.

Lucas, K. (2016, June 9). If dignity is so simple, then why is it so difficult? *Work in Progress* [web log], American Sociological Association. <http://wp.me/p20bbg-Yn>

Lucas, K. (2016, March 22). Tension between generations points to a shift away from masculine organizations. *SAGE Management Ink* [web log]. <https://managementink.wordpress.com/2016/03/22/>

Lucas, K. (2014, August 8). What do your email messages say about you? *Louisville Business First*, 30(53), p. 32.

Lucas, K. (2013, May 17). Suddenly I see. *Leadership Louisville* [web log]. <https://www.leadershiplouisville.org/suddenly-i-see/>

Lucas, K. (2006, October). Downsizing and dinner table conversations. *Marquette Monthly*, pp. 14-17.

Selected Media Coverage

Austin American-Statesman (Austin, TX)
China Insight
Courier-Journal (Louisville, KY)
Daily Nebraskan
Forbes
HRM Online (Australian HR Institute)
Insider Louisville
Lincoln Journal Star
Register-Guard (Eugene, OR)

KETV (Omaha, NE)
WHAS Radio (Louisville, KY)
WHAS-TV (Louisville, KY)

Professional Development

Design Thinking Bootcamp. (2014, May). Mason School of Business, College of William & Mary.

Focus Louisville. (2013, April). Leadership Louisville Center.

Grants

Summer Incentive Research Grant. (2017). College of Business, University of Louisville. [\$8,000].

Summer Incentive Research Grant. (2016). College of Business, University of Louisville. [\$16,000].

Course Development Grant. (2010). Intercultural communication. Extended Education and Outreach, University of Nebraska-Lincoln. [\$5,000].

Course Revision Grant. (2010). Fundamentals of human communication. Extended Education and Outreach, University of Nebraska-Lincoln. [\$3,000].

Global Gateway Program. (2010). "Pan Pacific Conference and Study Tour: Faculty Associate." University of Nebraska-Lincoln. [\$1,000 + \$4,800 travel support].

Federation Prize. (2009). "A cross-cultural perspective on communication and workplace dignity." Central States Communication Association. [\$3,000].

Course Development Grant. (2009). Business and professional communication. Extended Education and Outreach, University of Nebraska-Lincoln. [\$2,000].

Undergraduate Creative Activities and Research Experiences. (2009). Faculty sponsor for Jessica Rick. [\$1,500].

Research Council Grant-in-Aid. (2008). "Communication and workplace dignity scale development." University of Nebraska-Lincoln. [\$6,500].

Undergraduate Creative Activities and Research Experiences. (2008). Faculty sponsor for Jessica Rick. [\$2,000].

Course Development Grant. (2008). Business and professional communication. Extended Education and Outreach, University of Nebraska-Lincoln. [\$3,000].

Undergraduate Creative Activities and Research Experiences. (2007). Faculty sponsor for Kristin M. Allan. [\$2,000].

Purdue Research Foundation Dissertation Grant. (2005). "No footsteps to follow: How working-class kids navigate postindustrial economy careers." Project Director: Patrice M. Buzzanell. [\$13,776 + benefits and tuition].

National Science Foundation Doctoral Dissertation Research Improvement Grant. (2005). "Doctoral dissertation research: How working-class kids negotiate intergenerational career discontinuity." Project Director: Patrice M. Buzzanell. [\$7,500 – *not funded*].

Purdue Research Foundation Summer Research Grant. (2005). [\$2,296].

Grace H. Magnaghi Visiting Research Fellowship Grant. (2005). Central Upper Peninsula and Northern Michigan University Archives. Northern Michigan University. [\$500].

Purdue Graduate Student Government Travel Grant. (2005). Purdue University. [\$300].

Graduate Student Association Travel Grant. (2002). Purdue University. [\$300].

Teaching & Advising

Director Responsibilities

BizComm, University of Louisville

(AY 2012-present)

- Established UofL as a leader in business communication education through teaching workshops, consulting with other business schools considering adoption, publishing articles, and maintaining a website (bizcomm.louisville.edu) for dissemination of information
- Developed and championed an innovative competency-based curriculum that incorporates a Communication across the Curriculum/Communication in the Discipline (CXC/CID) approach, including creating easy-to-use tools for consistent business communication assessment across the curriculum
- Recruited and mentored BizComm faculty
- Managed BizComm coaching service (dedicated BizComm writing/speaking center), including professionalizing the service, supervising operations, and recruiting and mentoring graduate assistants

Business & Professional Communication-University of Nebraska-Lincoln

(AY 2009-2011)

- Provided faculty oversight for a multi-section course serving 1,200+ students annually and requiring an instructional staff of ~50 (2 assistant directors, 9 GTA/adjunct instructors, 40 undergraduate instructional assistants)

- Collaborated with College of Business Administration faculty and solicited input from CBA student council, alumni, and local business professionals to overhaul 30+ year-old curriculum to reflect current business communication needs and standards
- Led the development of an online version of the course that enabled online degree completion for several programs across campus and generated a significant revenue stream for the department

Courses Taught

University of Louisville

MBA/MS Courses

Organizational Behavior [2]
Team Dynamics I & II [2]

MBA Professional Development Modules

Crisis Management [13]
Managerial Communication [3]

Undergraduate Courses

Business Communication [6]
Business Communication (Honors) [4]
Human Resource Management Applications [1]
Effective Managerial Communication Strategies [1]

Courses Taught as Visiting Instructor

Storytelling with Data (Purdue University) [1]

University of Nebraska-Lincoln

Graduate Courses

Organizational Communication [2]
Gender and Communication in Organizations [2]
Communication and Workplace Dignity Doctoral Seminar [1]
Identity, Work, and Organization Doctoral Seminar [1]
Organizational Socialization Doctoral Seminar [1]

Undergraduate Courses

Organizational Communication [3]
Global Organizational Communication [3]
Communication and Workplace Dignity [3]
Business and Professional Communication [2]
Gender and Communication [3]

Purdue University

Undergraduate Courses

Organizational Communication [3]
Discussion of Technical Problems (Small Group Communication) [4]
Communication and Emerging Technologies [1]
Communication and Emerging Technologies – Recitation [7]
Speech Communication of Technical Information (Public Speaking) [2]

Fundamentals of Speech Communication – Engineering Learning Community [2]
Fundamentals of Speech Communication [4]

Independent Studies Directed

Readings in Work-Life Balance [Joslyn Dalton, Spring 2008]
Communication and Workplace Dignity [Sarah Steimel, Fall 2008]
Generational Communication in the Workplace [Marlina Davidson, Summer 2010]
Leadership Communication [Zantel Nichols, Summer 2011]
Organizational Socialization in STEM [Amanda Holman, Summer 2011]
Communicating Social Class [Raymond Blanton, Summer 2012]

Graduate Student Advising

(Year indicates date of completion)

Ph.D. Adviser

Cole J. Crider (2016-present)

Dissertation topic: An ethnographic study of creativity and collaboration in maker spaces

Sara J. Baker (2014), Assistant Professor, Southern Connecticut State University

Dissertation: *You bring yourself to work: An exploration LGB/TQ experiences of (in)dignity and identity*

Ph.D. Supervisory Committee Member

Tae Jun Bae (2015)

Shanshan Qian (2014)

Stacy Tye-Williams (2012)

Aaron Duncan (2011)

Angela Hosek (2011)

Sarah Steimel (2011)

Ph.D. Examination Committee Member

Amanda Holman (2012)

Jill Allen (2011)

Kristen Carr (2011)

Rachel Stohr (2011)

Colleen Colaner (2009)

Darren Epping (2009)

Kaitlyn Starks (2008)

Erin Willer (2008)

M.A. Adviser

Joshua P. Ewalt (2010)

Thesis: *Counter-mapping as place-framing: Naturalized injustice, de-naturalized community, and organizing for social change on Google Earth* [Honorable Mention, Folsom Distinguished Master's Thesis Award, UNL]

M.A. Examination Committee Member

Dongjng Kang (2011)

Travis Bartosh (2010)

Shireen Ghorbani (2009)

Elissa Arterburn (2008)

Undergraduate Student Advising

Jessica M. Rick (2010). *Being first in their family: What we can do to help millennial and first-generation students succeed*. (Undergraduate honors thesis). College of Arts & Sciences. University of Nebraska-Lincoln, Lincoln, NE.

Katherine Erickson (2008). *Women in accounting: A gendered look at the accounting profession*. (Undergraduate honors thesis). College of Business. University of Nebraska-Lincoln, Lincoln, NE.

Kristin M. Allan (2008). *The socialization of college students from mining families* (UCARE Project). Paper presented at the Undergraduate Honors Research Conference of the Central States Communication Association, Madison, WI. [Top Paper Award]

Training and Consulting

Guest Teaching

Managing Direct Reports: Delivering Feedback with Dignity. Executive MBA Program. Jones Graduate School of Business, Rice University. (2017).

Forget the Compliment Sandwich: Strategies for Delivering Baloney-Free Corrective Feedback. MBA Lunch and Learn. Jones Graduate School of Business, Rice University. (2017).

Can You See My Passion Now? Passion Priming for Venture Pitching. MBA Program. Stanford Graduate School of Business. (2016).

Professional Seminars Taught

Communicating Corrective Feedback with Dignity. Great Places to Work-Staff Leadership Academy. University of Louisville. (2013, 2015).

Communicating for Workplace Dignity. Management Development Certificate Program. College of Business Administration. University of Nebraska-Lincoln. (2008, 2009, 2010).

Academic Workshops Taught

Competency-Based Business Communication: Grading, Coaching, and Assessment with Rubrics [co-facilitated with Jenna Haugen and Jacob Rawlins]. Pre-Conference Workshop. Association for Business Communication, Dublin, Ireland. (2017).

Using Core Competency Rubrics for Grading and Assessment [co-facilitated with Jenna Haugen, Jacob Rawlins, Stephen Cohen, and Ashley Ludewig]. Pre-Conference Workshop. Association for Business Communication, Albuquerque, NM. (2016).

Pivoting Your Business Communication Course: Competency-Based Syllabi, Assignments, and Rubrics [co-facilitated with Jenna Haugen and Jacob Rawlins]. Pre-Conference Workshop. Association for Business Communication, Seattle, WA. (2015).

Competency-Focused Rubrics: Instruction, Coaching, and Assessment [co-facilitated with Jacob Rawlins and Ashly Bender Smith]. Pre-Conference Workshop. Association for Business Communication, Philadelphia, PA. (2014).

Understanding Mixed Methods Research [co-facilitated with Ron Shope]. Pre-Conference Seminar. National Communication Association, Chicago, IL. (2007).

Consulting

Consultant: Great Places to Work Professional Development and Job Satisfaction Committee, University of Louisville. [consulted on development of a workplace bullying policy]. (2014).

Pro Bono Organizational Consultant: Nebraska Vocational Rehabilitation. [consulted on focus group development and other research projects]. (2009-2011).

Pro Bono Organizational Consultant: I Am, I Can [a startup, non-profit organization helping ex-offenders successfully transition into the workplace; consulted on organizational development, survey design, and grant writing]. (2008-2009).

Consultant: "Initiative for Teaching and Learning Excellence: Oral communication skills in engineering." Civil Engineering Department, University of Nebraska-Lincoln. (2007/2008).

Training/Coaching

NAWBO Kentucky
General Electric Appliance/Haier

Professional Experience

Purdue University. *Research Specialist.* Office of Research Administration. West Lafayette, IN (2003-2004).

Assisted with the voluntary accreditation of Purdue University's Human Research Participants Protection Program. Researched human subject research compliance policies and procedures; gathered and organized data for benchmarking; identified, collected, and organized institutional documents; and drafted IRB policies, standard operating procedures, and guidelines.

WNMU-TV. *Promotion & Outreach Supervisor.* Marquette, MI (1999-2000).

Planned, organized, and executed a comprehensive communication strategy for the PBS station, including media relations, print promotion, radio advertising, sales collateral development, community outreach projects, and website design/content management; served as on-air talent; negotiated trade and underwriting agreements; managed national advertising grants; hired, trained, and supervised student staff.

PR Associates, Inc. *Account Executive.* Detroit, MI (1998).

Created and managed public relations activities for agency's auto- and steel-industry clients; wrote news releases and developed strategic communication plans; pitched stories to local and trade media; developed and executed proactive media relations strategies; coordinated tradeshows.

Shell Oil Products Company. *Analyst.* Houston, TX (1996-1998).

Developed and championed a business proposal projected to save the department more than \$1 million annually; analyzed and redesigned department processes to increase effectiveness and efficiency; managed large-scale databases and mainframe data retrievals/analysis.

CompUSA. *Corporate Marketing Representative.* Novi, MI (1995).

Conducted inside and outside sales calls; developed local marketing collateral.

MFC First National Bank. *Teller/Collector.* Marquette, MI (1991-1994).

Processed consumer banking transactions; negotiated alternative repayment agreements with past due consumer loan customers; repossessed and managed liquidation of collateral on

defaulted loan accounts; represented the organization in small claims court and at bankruptcy hearings; presented financial reports to Board of Directors.

Northern Michigan University. *University Relations Intern.* Marquette, MI (1994-1995).

Interned in the Vice-President for University Relations Office. Performed daily media clipping service for local print news; coordinated the activity of the university-wide Marketing Advisory Task Force; composed President's community correspondence (letters of welcome, sympathy, etc.); drafted commencement ceremony scripts; wrote honorary doctorates and special resolutions; arranged press appearances for President; performed administrative support duties.

Professional Memberships & Association Service

Academy of Management (2008-present)

Paper reader, Organizational Behavior Division (2010-2011)

Paper reader, Organizational Communication and Information Systems (2009-2011)

Paper reader, Careers Division (2009)

Management Communication Association (2013-present)

Association for Business Communication (2011-present)

Member, Publications Board (2016-present)

Member, Academic Environment Committee (2015-present)

Member, NCA Liaison Committee (2014-present)

Paper reader, NCA panels (2013)

Session chair, Midwest/Southeast Conference (2013)

European Group for Organizational Studies (2017-present)

National Communication Association (2001-present)

Paper reader, Organizational Communication Division (2007-2008)

Paper reader, Applied Communication Division (2006)

Panel chair, Organizational Communication Division (2011)

Panel chair, Association for Business Communication Division (2014)

International Communication Association (2001-2013)

Paper reader, Organizational Communication Division (2007-2009)

Panel chair, Organizational Communication Division (2007-2008, 2012)

Panel respondent, Organizational Communication Division (2012)

Central States Communication Association (2002-2012)

Respondent, Organizational and Professional Communication Division (2006)

Paper reader, Undergraduate Honors Research Conference (2008-2009)

Respondent, Undergraduate Honors Research Conference (2008)

Member, Federation Prize Committee (2012)

Service

Editorial Boards

Business & Professional Communication Quarterly (2016-present)

Canadian Journal of Administrative Sciences (2014-present)

Journal of Leadership & Organizational Studies (2011-present)

Management Communication Quarterly (2016-present)

The Changing Nature of Work Relationships special issue of *Academy of Management Review* (2016)

Invited Journal Reviewer

Academy of Management Review
Business & Professional Communication Quarterly
Business Ethics Quarterly
Communication Monographs
Communication Research
Communication Studies
Communication Yearbook
Group & Organization Management
Human Relations
Journal of Applied Communication Research
Journal of Business Ethics
Journal of Family Communication
Journal of Management Studies
Management Communication Quarterly
Psychology of Women Quarterly
Qualitative Communication Research

External Promotion & Tenure Reviewer

Robbins College of Business and Entrepreneurship, Fort Hays State University (2017)
Tepper School of Business, Carnegie Mellon University (2016)
Jake Jabs College of Business & Entrepreneurship, Montana State University (2015)

University of Louisville

Committee-Based Service

Member: Institutional Effectiveness Advisory Collaborative, Provost's Office. (2017-present).
Member: Academic/Community Engagement Subcommittee (2017-present)

Member: Commission on the Status of Women, University of Louisville. (2016-present).
Co-Chair: Representation, Recruitment and Retention Committee (2017-present)
Member: Representation, Recruitment and Retention Committee (2016-2017)

Member: MSBA Curriculum and Program Committee. (2017-present).

Member: College of Business AACSB Accreditation Team. (2015-present).

Member: Undergraduate Studies Committee. (2013-present).

Member: Ad Hoc Teaching Committee. (2016).

Member: President's Distinguished Faculty Awards Committee-Teaching. (2014-2015).

Chair: Search Committee—Business Communication Term Assistant Professor. (2014/2015).

Member: Search Committee—IT & Marketing, Graphic Designer. (2014).

Member: Ph.D. Committee. (2014).

Member: IMBA Program Committee. (2012-2014).

Chair: Search Committee—Business Communication Term Assistant Professor. (2012/2013).

Teaching, Speaking, & Volunteer Work

Moderator: Women in Leadership Forum. Association of Women MBAs – University of Louisville Chapter. College of Business. (2017, April).

Volunteer: Student Athlete Network Night. University of Louisville Athletic Department. (2016, September).

Judge/Coach: Women in Business Expo & Conference, Business Pitch Competition. Women's Business Center of Kentucky. (2016, September).

Speaker: "Generationally-savvy: Communicating with diverse age groups in the workplace." College Leadership Institute. Kentucky Society of CPAs. (2016, July).

Guest instructor: "Communicating passion in the venture pitch." ENTR 350: Entrepreneurship. (2016, April).

Speaker: "Building students' writing and speaking skills: A bizcomm toolkit for your class." Teaching & Learning Initiative. College of Business. (2016, April).

Panelist: "Inclusion and diversity." Women's Leadership Conference. Integrating Woman Leaders. Louisville, KY. (2016, March).

Guest instructor: "Building your professional network." CAMP 100: Campus Culture. Undergraduate Advising Center. (2012, September; 2013, February; 2014, October; 2015, February; 2015, October; 2016, February; 2016, September; 2017, January).

Guest instructor: "Qualitative approaches to entrepreneurship research." ENTR 761: Research Design. (2015, November).

Speaker: "Text, call, or meet? Strategies for effective business communication." Success Skills Workshop for Emerging Professionals. Kentucky Society of CPAs. (2014, November).

Speaker: "Choices and chances: Preparing to meet your career and personal life goals." Women's Leadership Conference. University of Louisville. (2014, June).

Volunteer Recruiter: Football program. University of Louisville Athletic Department. (2014, February).

Guest instructor: "Qualitative approaches to entrepreneurship research." ENTR 761: Research Design. (2013, November).

Speaker: "BizComm at UofL." Teaching and Learning Initiative. (2013, October).

Guest instructor: "A crash course in business communication." CAMP 100: Campus Culture. Undergraduate Advising Center. (2013, September; 2014, January).

Speaker: "Strategic communication for professionals." MBA Boot Camp. Ulmer Career Management Center. (2013, August).

Speaker: "The bizcomm pivot." Presentation to Board of Advisers. (2013, June).

Speaker: "Business communication basics." MBA Boot Camp. Ulmer Career Management Center. (2012, August).

University of Nebraska-Lincoln

Committee-Based Service

Chair and Member: Honors and Awards Committee. Communication Studies Department. (Chair: 2007-2010; Member: 2011-2012).

Member: Extended Education & Outreach Distance Education Faculty Advisory Council. University of Nebraska-Lincoln. (2010-2012).

Member: Undergraduate Curriculum Committee. Communication Studies Department. (2007-2012).

Reviewer: Global Gateway Scholarship Selection Committee. Office of International Affairs. University of Nebraska-Lincoln. (2011).

Member: Fulbright Review Committee. Office of International Affairs & Office of Undergraduate Studies. University of Nebraska-Lincoln. (2010-2011).

Reviewer: Graduate Recruitment Grant and Fellowship Program. University of Nebraska-Lincoln. (2009-2011).

Member: Strategic Planning Committee. Communication Studies Department. (2008-2011).

Coordinator: Audio-Visual & Distance Learning. Communication Studies Department. (2009-2010).

Secretary: Departmental Governing Board. Communication Studies Department. (2006/2007).

Teaching, Speaking, & Volunteer Work

Speaker: "Global communications and making the most of your way in the world." Study Abroad Orientation Session. International Affairs. (2010, November; 2011, April).

Guest instructor: "Computer-aided qualitative data analysis." COMM 984: Interpretive Research Design. (2011, March).

Speaker: "Data management and analysis in qualitative research." COMM 984: Interpretive Research Design. (2011, February).

Presenter [with Ryan P. Sullivan]: "Communication skills for facilitating board hearings." University Judicial Board. (2009, November).

Guest instructor: "Grounded theory, themes, and codes: An introduction to qualitative data analysis." COM 201: Introduction to Research Methods in Communication Studies. (2008, November).

Guest instructor: "Computer-aided qualitative data analysis." COMM 984: Interpretive Research Design. (2008, October).

Speaker: "Data management and analysis in qualitative research." COMM 984: Interpretive Research Design. (2008, October).

Speaker: "What to expect as a new assistant professor." Organizational Communication Mini-Conference. West Lafayette, IN. (2008, September).

Workshop Leader: "Qualitative data analysis with Atlas.ti." Communication Studies Department. (2007, October).

Host: Take a Parent to Lunch Program. Undergraduate Office of Admissions. (2007, June).

Guest instructor: "Grounded theory, themes, and codes: An introduction to qualitative data analysis." COM 201: Introduction to Research Methods in Communication Studies. (2007, April).

Guest instructor: "Sex and gender at work: A critical feminist perspective." COM 380: Gender and Communication. (2007, April).

Guest instructor: "Computer-aided qualitative data analysis." COM 880: Critical and Interpretive Research. (2006, November).

Speaker: "Data management and analysis in qualitative research." COM 880: Critical and Interpretive Research. (2006, October).

Purdue University

Committee-Based Service

Member: Faculty Search Committee. (2005).

President: Communication Graduate Student Association. (2003/2004).

Webmaster: Communication Graduate Student Association. (2001/2002; 2004/2005).

Member-at-Large: Communication Graduate Student Association. (2000/2001).

Teaching, Speaking, & Volunteer Work

Speaker: "Data management and analysis in qualitative research." COM 583: Qualitative Research Methods. (2006, April).

Panel Member: "Grant writing for communication graduate students." Communication Department. (2005, September).

Poster Session Presenter: Graduate Student Recruitment Weekend. Communication Department. (2005, March).

Panel Member: "Faculty-student research collaboration" Communication Department Spring Roundtable. (2005, February).

Facilitator: GTA Orientation Micro Teaching. Center for Instructional Excellence. (2004, August).

Facilitator: COM 114 Help Sessions for New TAs. Communication Department. (2004, August).

Speaker/Facilitator: "Public speaking pointers." SI Student Leader Training. Supplemental Instruction Program, Academic Success Center. (2004, August).

Speaker: "Sex and gender at work: A critical feminist perspective." COM 324: Organizational Communication. (2004, August).

Speaker: "Doing 'gender' in the workplace: A critical feminist perspective." COM 324: Organizational Communication. (2004, March).

Panel Member: Diversity in the Classroom Project: Roundtable on Diversity. Diversity Resource Office and School of Liberal Arts. (2004, February).

Speaker: "Leading classroom discussions and public speaking pointers." SI Student Leader Training. Supplemental Instruction Program, Academic Success Center. (2003, August).

Debate Judge: DePauw University Debate Tournament. (2003, January).

Multimedia Coordinator: Organizational Communication Mini-Conference. (2002, October).

Peer Teaching Mentor. Communication Department. (Fall 2001).

Speaker: "Organizational communication in the 'real world.'" COM 324: Organizational Communication. (2001, April).

Panel Member: "Discussion on collaboration: What is it and how can we get started?" Communication Department Spring Roundtable. (2001, March).

Debate Judge: Boilermaker Special annual forensics tournament. (2000, September).

Northern Michigan University

Speaker: "Five tips for succeeding in a PR career." PR 330: Public Relations Message Design. (2006, March).

Speaker: "Building a public relations portfolio." PR 431: Public Relations Campaigns. (2001, March).

Speaker: "Media relations." PR 330: Public Relations Message Design. (2000, April).

Speaker: "Media relations." PR 430: Public Relations Case Studies. (1999, September).

Student Representative: Marketing Advisory Task Force. (1994-1995).

ANDREW MANIKAS, Ph.D., PMP, CIRM

Assistant Professor
Department of Management
College of Business
University of Louisville
Louisville, KY 40292

Email: andrew.manikas@louisville.edu

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Mobile: (502) 873-6716

ACADEMIC QUALIFICATIONS

Ph.D. 2008 Georgia Institute of Technology, College of Management

Focus Area: Operations Management

MBA 1992 Michigan State University, Eli Broad College of Business

Major: Materials and Logistics Management (Supply Chain Management)

BS 1990 Michigan State University, College of Engineering

Major: Computer Science

Minors: Mechanical Engineering and Economics

PEER REVIEWED ARTICLES

1. Manikas, A., Boyd, L., Pang, Q, and Guan, J. A Data-Driven Analysis of Research Methods in IJPR since Inception. *International Journal of Production Research*, Accepted.
2. Guan, J., Manikas, A., and Boyd, L. The International Journal of Production Research at 55: A Content-Driven Review and Analysis. *International Journal of Production Research*, Accepted.
3. Lucas, K., Manikas, A., Mattingly, E. S., and Crider, C. Productive Workplaces: Dignity, Counterproductive Work Behavior, and Employee Engagement. *Organization Studies*, Accepted.
4. Patel, P., and Manikas, A. An operational metric or an operational capability? The role of growth in inventory efficiency growth. *Operations and Supply Chain Management: An International Journal*, Accepted.
5. Manikas, A. S., Kroes, J. R., and Gattiker, T. F. 2017. Leveraging an Academic Partnership to Improve Logistics at Nonprofit Organizations. *Nonprofit Management & Leadership*, 27(3), 435-444.

PEER REVIEWED ARTICLES (CONTINUED)

6. Manikas, A. 2017. Interdependence among Inventory Types and Firm Performance. *Operations and Supply Chain Management: An International Journal*, 10(2), 63-80.
7. Manikas, A., and Kroes, J. 2016. Improved Forward Buying of Commodity Materials. *International Journal of Production Research*, 54(15), 4568-4583.
8. Manikas, A., and Godfrey, M. 2016. Project Management as a Catalyst for Change in Underserved Populations. *Business Education and Accreditation*, 8(2), 43-52.
9. Manikas, A. S., and Patel, P. C. 2016. Managing Sales Surprise: The Role of Operational Slack and Volume Flexibility. *International Journal of Production Economics*, 179, 101-116.
10. Manikas, A., Kroes, J., Gattiker, T. 2016. Metro Meals on Wheels – Treasure Valley Employs a Low-Cost Routing Tool to Improve Deliveries. *Interfaces*, 46(2), 154-167.
11. Kovach, J., Hora, M., Manikas, A., and Patel, P., 2015. Firm Performance in Dynamic Environments: The Role of Operational Slack and Operational Scope. *Journal of Operations Management*, 37, 1-12.
12. Schikora, P., Manikas, A., and Godfrey, M. 2015. Determining Optimal Flow-Time Schedules for the Multiple-Product Batch-Flow Problem. *International Journal of Management and Marketing Research*, 8(2), 19-35.
13. Manikas, A. Gupta, M., and Boyd, L. 2015. Experiential Exercises with Four Production Planning and Control Systems. *International Journal of Production Research*, 53(14), 4206-4217.
14. Manikas, A. S., and Kroes, J. R. 2015. A Newsvendor Approach to Compliance and Production under Cap and Trade Emissions Regulation. *International Journal of Production Economics*, 159, 274-284.
15. Kroes, J. K., and Manikas, A. S. 2014. Cash Flow Management and Manufacturing Firm Financial Performance: A Longitudinal Perspective. *International Journal of Production Economics*, 148, 37-50.
16. Manikas, A., and Godfrey, M. 2014. Service Chain Coordination under Salvage Manipulation. *International Journal of Management and Marketing Research*, 7(2), 15-27.
17. Godfrey, M., and Manikas, A. 2014. Integrating Sustainability into a Goal Programming Exercise. *Business Education and Accreditation*, 6(1), 45-54.
18. Godfrey, M., and Manikas, A. 2012. Teaching Supply Chain Management Students about Using Actual Motor Carrier Freight Rates in Purchase Lot-sizing Models. *Business Education and Accreditation*, 4(2), 49-59.
19. Godfrey, M., and Manikas, A. 2012. Integrating Triple Bottom Line Sustainability Concepts into a Supplier Selection Exercise. *Business Education and Accreditation*, 4(1), 1-12.
20. Manikas, A., and Godfrey, M. 2011. Enabling Triple Bottom Line Compliance via Principal-Agent incentive Mechanisms. *Global Journal of Business Research*, 5(2), 105-114.

PEER REVIEWED ARTICLES (CONTINUED)

21. Godfrey, M., and Manikas, A. 2011. Going Green: Incentives for the Electric Power Industry. *Global Journal of Business Research*, 5(1), 77-84.
22. Manikas, A., and Godfrey, M. 2011. Evolutionary Algorithm Parameter Fitness: An Exploratory Study. *International Journal of Management and Marketing Research*, 4(3), 35-44.
23. Manikas, A., and Godfrey, M. 2010. Inducing Green Behavior in a Manufacturer. *Global Journal of Business Research*, 4(2), 27-38.

24. Manikas, A., and Godfrey, A. 2010. Dynamic Resource Application for Sustainable Technology Implementations. *International Journal of Management and Marketing Research*, 3(2), 19-32.
25. Godfrey, M., and Manikas, A. 2009. Revising a Supply Chain Curriculum with an Emphasis on the Triple Bottom Line. *Business Education and Accreditation*, 1(1), 45-54.
26. Manikas, A., and Chang, Y. L. 2009. Multi-Criteria Sequence Dependent Job Shop Scheduling Using Genetic Algorithms. *Computers & Industrial Engineering*, 56(1), 179-185.
27. Manikas, A., Chang, Y. L., and Ferguson, M. 2009. BlueLinx Can Benefit from Innovative Inventory Management Methods for Commodity Forward Buys. *Omega*, 37(3), 545-554.
28. Manikas, A., and Chang, Y. L. 2008. A Scatter Search Approach to Sequence Dependent Job Shop Scheduling. *International Journal of Production Research*, 47(18), 5217–5236.

ARTICLES UNDER REVIEW

- Ma, D., Mattingly, E. S., Kushev, T., Ahuja, M, and Manikas, A. Family Business Persistence: It's Not Just About the Money, under second review at the *Family Business Review*.
- Manikas, A., and Patel, P. Value of operational capabilities during recession in high-tech versus low- and medium-tech industries, under third review at the *International Journal of Production Economics*.
- Manikas, A., Kroes, J., and Gattiker, T. Operational Slack and Retail Firm Performance since 1980, under review at the *International Journal of Production Economics*.
- Manikas, A., and Kroes, J. The Relationship between Lean Manufacturing, Environmental Damage, and Firm Performance, under review at *Organization & Environment*.
- Manikas, A., and Patel, P. Dynamic Capital Asset Accumulation and Value of Intangible Assets, under review at *PLOS/One*.
- Shi, D., Zurada, J., Guan, J., and Manikas, A. Identification of Human Factors in Aviation Incidents Using a Data Stream Approach, under review at the *Journal of Management Information Systems*.

OTHER PUBLICATIONS

1. “Exploring Consumer Repeat Purchase Incentives at an International Baking and Food Company” with M. Godfrey and Skiver, R, 2017, Refereed proceedings of the GCBF, 12(2), San Jose, Costa Rica, 61-69. **(Outstanding Research Award)**
2. “Dignity, counterproductive work behavior, and employee engagement” with K. Lucas, S. Mattingly, and C. Crider, 2016. Refereed proceedings of the Academy of Management, Anaheim, California. **(Voted Top 1% of Submitted Papers)**
3. “Value of operational changes during recession” with P. Patel, 2016. Refereed proceedings of the Academy of Management, Anaheim, California.
4. “Project Management as a Catalyst for Change in Underserved Populations” with M. Godfrey, 2016, Refereed proceedings of the GCBF, 11(2), San Jose, Costa Rica, 82-90. **(Outstanding Research Award)**
5. “Minimizing Flow-times for the Multiple-product Batch-flow Problem” with P. Schikora and M. Godfrey, 2015. Refereed Proceedings of the GCBF, 10(2), San Jose, Costa Rica, 76-88. **(Outstanding Research Award)**
6. “Service Chain Coordination in the Presence of Exogenous Pricing” with M. Godfrey, 2014, Refereed Proceedings of the GCBF, 9(2), San Jose, Costa Rica, 112-123. **(Outstanding Research Award)**
7. “Concierge Medicine: Adoption, Design, and Management” with S. Gavirneni, V. Kulkarni, and A. Karageorge, 2013, Proceedings of the 2013 Winter Simulation Conference, Washington, DC, 2340-2349.
8. “A Sustainability Exercise for a Management Science Course Using Excel Solver and Goal Programming” with M. Godfrey, 2013, Refereed Proceedings of the GCBF, 8(2), San Jose, Costa Rica, 55-63. **(Outstanding Research Award)**
9. “Maximizing the firm value impact of offshore outsourcing decisions” with J. Kroes and S. Ghosh, 2013. In T. J. Wilkinson and Vijay R. Kannan (Eds.), Business Strategy in the 21st Century. Santa Barbara, CA: Praeger Publishing
10. “Using Actual Motor Carrier Freight Rates in Excel Solver Models for Logistics Decision Making” with M. Godfrey, 2012, Refereed Proceedings of the GCBF, 7(2), San Jose, Costa Rica, 256-266. **(Outstanding Research Award)**
11. “Integrating Sustainability Concepts into a Management Science Course” with M. Godfrey, 2011, Refereed Proceedings of the GCBF, 6(2), San Jose, Costa Rica, 250-262. **(Outstanding Research Award)**
12. “An Exploratory Study of Genetic Algorithm Parameters” with M. Godfrey, 2011, Refereed Proceedings of the GCBG, 6(2), San Jose, Costa Rica, 362-371. **(Outstanding Research Award)**
13. “A Practical Mechanism to Coordinate the Travel Industry” with Y. L. Chang, 2010, Refereed Proceedings of the Decision Sciences Institute, San Diego, California
14. “A Game Theoretic Model for Achieving Company-Wide Triple-Bottom-Line Goals” with M. Godfrey, 2010, Refereed Proceedings of the GCBF, 5(2), San Jose, Costa Rica, 155-160. **(Outstanding Research Award)**

OTHER PUBLICATIONS (CONTINUED)

15. "Clean Coal Adoption for Maximal Industry Profitability" with M. Godfrey, 2010, Refereed Proceedings of the GCBF, 5(2), San Jose, Costa Rica, 147-154. (**Outstanding Research Award**)
16. "Optimal Implementation Timing for Sustainable Technologies" with M. Godfrey and S. Dunn, 2009, Refereed Proceedings of the GCBF, 4(2), San Jose, Costa Rica, 100-111. (**Outstanding Research Award**)
17. "Regulatory Agency Levers to Reduce Manufacturing Emissions" with S. Dunn and M. Godfrey, 2009, Refereed Proceedings of the GCBF, 4(2), San Jose, Costa Rica, 141-151. (**Outstanding Research Award**)
18. "Sustainability As A Catalyst For Curriculum Re-Design Of A Supply Chain Program" with M. Godfrey and S. Dunn, 2009, Refereed Proceedings of the GCBF, 4(2), San Jose, Costa Rica, 121-130. (**Outstanding Research Award**)
19. "Dissuading Student Cheating", 2007, Decision Line – In the Classroom. 38(3), 7-9.
20. "Fighting Pests with the EOQ". 2007, APICS – The Association for Operations Management. 17(4), 34-37.
21. "A Heuristic for Commodity Procurement in the Presence of Price Discounting" with M. Ferguson and Y. L. Chang, 2007, Proceedings of Production and Operations Management, Dallas, Texas
22. "Do Inventory Forward Buys Make Sense?" 2007, Refereed Proceedings of INFORMS SE, Myrtle Beach, South Carolina
23. "Policymaker Guidelines for Reducing OEM Pollution in an Emissions Permit Constrained Environment" 2006, Refereed Proceedings of INFORMS SE, Myrtle Beach, South Carolina
24. "Effective Work Ordering in a Constrained Manufacturing Environment" with Y. L. Chang, 2006, Proceedings of the 36th International Conference on Computers and Industrial Engineering, Taipei, Taiwan
25. "Job Shop Rescheduling Due to Unplanned Supply Chain" with Y. L. Chang, 2006, Proceedings of Production and Operations Management, Boston, Massachusetts
26. "A Genetic Algorithm to Solve Sequence Dependent Job Shop Scheduling Problems" with Y. L. Chang, 2005, Refereed Proceedings of INFORMS SE, Myrtle Beach, South Carolina. (**Awarded Best Student Paper**)

SAMPLE PRESENTATIONS

1. “An Economical Vehicle Routing System for Humanitarian Fleet Operations” with J. Kroes and T. Gattiker. Decision Sciences 2016, Austin, Texas.
2. “Productive Workplaces: Dignity, Counterproductive Work Behavior, and Employee Engagement” with K. Lucas, S. Mattingly, and C. Crider. Academy of Management 2016, Anaheim, California.
3. “Project Management as a Catalyst for Change in Underserved Populations” with M. Godfrey. Global Conference on Business and Finance 2016, San Jose, Costa Rica. (Author only)
4. “Enhanced Commodity Forward Buying” with J. Kroes. Production and Operations Management 2016, Orlando, Florida.
5. “Retail store inventory management” with B. Hardgrave, J. Aloysius, and S. Goyal. Production and Operations Management 2015, Washington, D.C.
6. “Experiential exercises with four production planning and control systems” with M. Gupta and L. Boyd. Decision Sciences 2014, Tampa, Florida.
7. “Service Chain Coordination in the Presence of Exogenous Pricing” with M. Godfrey. Global Conference on Business and Finance 2014, San Jose, Costa Rica. (Author only)
8. “Production Planning and Emissions Compliance under Cap and Trade Regulation” with J. Kroes. Production and Operations Management Society 2014. Atlanta, Georgia.
9. “Concierge Medicine: Adoption, Design, and Management” with S. Gavirneni., V. Kulkarni, and A. Karageorge. Wintersim 2013. Washington, D.C. (Author only)
10. “Cash Flow Management and Retail Firm Performance” with J. Kroes. Production and Operations Management Society 2013, Denver, Colorado.
11. “Using Actual Motor Carrier Freight Rates in Excel Solver Models for Logistics Decision Making” with M. Godfrey. Global Conference on Business and Finance 2012, San Jose, Costa Rica. (Author only)
12. “An Exploratory Study of Genetic Algorithm Parameters” with M. Godfrey. Global Conference on Business and Finance 2011, San Jose, Costa Rica.
13. “A Game Theoretic Model for Achieving Company-Wide Triple-Bottom-Line Goals” with M. Godfrey. Global Conference on Business and Finance 2010, San Jose, Costa Rica. (**Best in Session Award**)
14. “Clean Coal Adoption for Maximal Industry Profitability” with M. Godfrey. Global Conference on Business and Finance 2010, San Jose, Costa Rica.
15. “Efficient n-Supplier Coordination” with Y. L. Chang and S. Gavirneni. INFORMS 2007, Seattle, Washington.
16. “Commodity Forward Buys at a Two-Stage Distributor” with Y. L. Chang and M. Ferguson. Decision Sciences Institute 2006, San Antonio, Texas.
17. “Using a Genetic Algorithm to Solve the Sequence Dependent Job Shop Scheduling Problem.” With Y. L. Chang. INFORMS SE 2005, Myrtle Beach, South Carolina. (**Winner of Best Student Paper**)

TEACHING

Project Management (undergraduate and MBA)
Essentials of Operations Management
Analytical Methods (Business Analytics)
Supply Chain Management
Supply Chain Strategy
Advanced Quality Management
MBA course in the Foundations of Production
MBA core in Operations & Process Management
Information Technology (Lab)
Supply Chain Optimization (using i2 Technologies software)
Demand Fulfilment (using i2 Technologies software)
Demand Planning (using i2 Technologies software)
Factory Planning (using i2 Technologies software)

AWARDS AND CERTIFICATIONS

- Outstanding Research Award, Global Conference on Business and Finance 2017, “Exploring Consumer Repeat Purchase Incentives at an International Baking and Food Company”
- 1st Runner Up – Best Paper Award, Social Issues in Management (SIM) Division, Academy of Management 2016, “Productive Workplaces: Dignity, Counterproductive Work Behavior, and Employee Engagement”
- Outstanding Research Award, Global Conference on Business and Finance 2016, “Project Management as a Catalyst for Change in Underserved Populations”
- Outstanding Research Award, Global Conference on Business and Finance 2015, “Minimizing Flow-times for the Multiple-product Batch-flow Problem”
- Outstanding Research Award, Global Conference on Business and Finance 2014, “Service Chain Coordination in the Presence of Exogenous Pricing”
- Outstanding Research Award, Global Conference on Business and Finance 2013, “A Sustainability Exercise for a Management Science Course Using Excel Solver and Goal Planning”
- Outstanding Research Award, Global Conference on Business and Finance 2012, “Using Actual Motor Carrier Freight Rates in Excel Solver Models for Logistics Decision Making”
- University of Wisconsin - Oshkosh APICS student chapter won 3rd Place - 16th Annual Great Lakes District Student Case Competition 2011 (Faculty/Student Advisor)
- Outstanding Research Award, Global Conference on Business and Finance 2011, “An Exploratory Study of Evolutionary Algorithm Parameters”
- Outstanding Research Award, Global Conference on Business and Finance 2011, ““Goal Programming AHP for Triple Bottom Line””
- Outstanding Research Award, Global Conference on Business and Finance 2010, “Clean Coal Adoption for Maximal Industry Profitability”
- Best in Session Award, Global Conference on Business and Finance 2010, “A Game Theoretic Model for Achieving Company-Wide Triple-Bottom-Line Goals”
- Outstanding Research Award, Global Conference on Business and Finance 2010, “A Game Theoretic Model for Achieving Company-Wide Triple-Bottom-Line Goals”
- Outstanding Research Award, Global Conference on Business and Finance 2009, “Optimal Implementation Timing for Sustainable Technologies”
- Outstanding Research Award, Global Conference on Business and Finance 2009, “Regulatory Agency Levers to Reduce Manufacturing Emissions”
- Outstanding Research Award, Global Conference on Business and Finance 2009, “Sustainability as A Catalyst for Curriculum Re-Design of a Supply Chain Program”
- Earned CCP (ICCP), CPSM (ISM), CPIM, CIRM, CSCP (APICS), PMP (PMI)
- Lean Six Sigma Green Belt (Purdue University)

- University of Wisconsin – Oshkosh APICS Student Chapter (Faculty/Student Advisor) – Student group was recipient of the Platinum Award 2009-2010 and 2010-2011
- Nominated as a ‘Faculty Favorite’ by students, 2015-2016. University of Louisville.
- Mentioned by name by graduating seniors in a survey asking “what was one of the best things about your time at University of Wisconsin Oshkosh - College of Business”
 - 2009, 2010, 2011, 2012
- Commissioned Honorary Colonel (Civilian: The highest title of honor bestowed by the Commonwealth of Kentucky)
- Certified Toastmaster (CC, ACB)

WORK EXPERIENCE

2012 – Present Assistant Professor
 College of Business, Management Department (Operation Management Area)
 University of Louisville

2008 – 2012 Assistant Professor
 College of Business Administration, Supply Chain Management Department
 University of Wisconsin Oshkosh

2003 – 2008 Ph.D. Student, Graduate Research Assistant
 College of Management, Operations Management Department
 Georgia Institute of Technology

2000 – 2003 Global Curriculum Manager, Instructor
 i2 Technologies
 Supply Chain Planning, Factory Planning, and Demand Fulfillment

1991 – 2008 Management Consultant:

Big 4 Management Consultants	Independent Consultant
Deloitte Consulting	Manager, Senior Manager
Computer Sciences Corporation	Senior Consultant
KPMG Peat Marwick	Consultant, Senior Consultant
Unisys	Internal Consultant

Representative Management Consulting Projects Include:

Baker Hughes – Global Business Process Reengineering and SAP R/3 Implementation

Program Manager. Lead client and consultant core team of 55 in the implementation of new processes and SAP (plus i2 FP interface) at the global headquarters of the largest division of an oil field services company. Responsibilities included creation of project milestones and deliverable definitions and their timing, work plan development and monitoring, phased implementation impact assessment, site readiness assessment and risk mitigation, facilitation of process team leads in their supervision and tracking of activity execution towards a successful cutover. Developed team expectations, security profile strategy, risk mitigation plan, contingency plan, go/no-go criteria, QA approach and timing, transition approach from current processes, policies, and metrics to redesigned ones, go-live support plan, go-live completion checklist, and various other approaches for guiding the client to a successful cutover and eventual self-sufficiency.

BlueLinx (Georgia Pacific Distribution spinoff) – Special projects

Operations Management Expert: Asked to come in and investigate areas the company felt they were deficient in with regards to supply chain management. Recommended forecasting, procurement and

inventory improvements worth \$61 million in the first year. Developed rule based logic to identify import zone into USA for shipments based upon arrival date and estimated length of stay by goods type and value.

SourceAlliance.com – e-Business Value Proposition

Value Proposition Leader. Lead consulting and client team to produce a value proposition for B2B and B2C candidates to become part of the electronic marketplace. A sales document was developed for presentation to appropriate executives at each of four major groups; Manufacturers, Customers, Dealers, and 3rd Party Marketplaces. The presentation was reviewed with the client executive level for its ability to sell the value-added benefits of each of these constituent groups to join SourceAlliance.com.

Plastic Suppliers – Custom and Package Software Implementation

Project Manager. Led the implementation of packaged and custom software to support accounting and manufacturing processes for a mid-sized plastic film manufacturer and converter. Performed reengineering of production processes to identify information flows, user requirements and improvement opportunities. Development the technical specifications of the database structure to accommodate real-time inventory consumption and movements at multiple distributed sites. Supervised contract programmers. Worked with management to design reports that met their business needs such as inventory turns, ABC analysis, profit margin by product line and others. Results included substantially increased information availability and enhanced customer service abilities.

Lockheed Martin Aircraft and Logistics Center – Oracle Implementation Work planning

Project Manager. Reviewed client developed work plans and guided development of enhanced Oracle work plans based on a structured methodology and reviewed by multiple Oracle and Maintenance, Repair, and Overhaul experts. Deliverables included assumptions based on client interviews, enhanced work plans with appropriate resource requirements, and a presentation of the approach used to develop the recommendations.

RR Donnelley & Sons – Inventory / Bar-Coding Tracking

Management Consultant. Provided project management advice to the client team responsible for implementing a new system for inventory receipt, location tracking, and consumption at a commercial printer and binder. Assisted the project manager in developing a realistic timeline including appropriate milestones and deliverables.

Pepsi-Cola General Bottlers – Business Process Reengineering and PeopleSoft Gap Analysis

Process Manager. Led client and contractor teams in an ERP study. Current processes were analyzed and documented. Future process visions of procurement, manufacturing, distribution, and strategic enterprise modeling were diagramed. A gap analysis between PeopleSoft and the desired processes was conducted, including resolutions. Further fit/gap refinements to the procurement and inventory flows were made during conference room pilot activities. A detailed implementation plan including resource requirements and cost/benefit analysis by module were developed and delivered to the client.

Boeing Commercial Aircraft Group – Shop Floor Reengineering

Team Leader. Led client team in the design and implementation of a shop load center at a commercial aircraft manufacturer. New roles and responsibilities were outlined and tools using the legacy systems developed. After implementation of the pilot work center, shortages and behind schedule orders had a 30X improvement.

Sachs Automotive of America (Mannesmann) – Shop Floor Reengineering

Process Manager. Documented current processes and compared with best practices in the industry for a 1st tier automotive supplier. Led client teams in the development of receiving procedures and metrics, and a perpetual inventory system including cross-checking manual consumption and replenishment records, Kanban cards, standardized lot sizes, point-of-use storage, and down-time root cause analysis. This system reduced the need for daily physical counts, improved component visibility, eliminated extra material handling, and gave workers accountability for all material entering/leaving work cells.

Lanier Worldwide – Order-To-Invoice Reengineering & Software Selection

Team Leader. Led client teams redesigning invoicing and order entry processes at an office equipment distributor. Order entry requirements including field definitions, table lookups, calculations and mandatory fields by sales type were documented in detail.

Rockwell Automation (Allen-Bradley) – Business Reengineering and PeopleSoft Gap Analysis

PeopleSoft Expert. Redesigned Order to Invoice business process activities. Identified PeopleSoft functionality gaps to business requirements in inventory replenishment, purchasing, order management, and billing for this pan-European high-tech manufacturer and distributor. Procedural work-arounds were developed to satisfy business needs.

Gulf States Steel – Software Selection

Team Member. Performed software selection for an ERP and Configurator for an integrated steel mill making plate and coil products. Conducted post-presentation workshops with the client to rate the vendors on functionality fit, technology, and company robustness. Worked with vendors to identify and scope gaps in their products.

Unisys – Just-In-Time Inventory Implementation

Team Leader. Converted an electronics assemble-to-order facility to Just in Time inventory control. Successful implementation in the pilot area resulted in a \$1.4 million inventory reduction. Implemented two bin and card Kanban replenishment systems, centralized stores of low cost fasteners, and u-shaped material flow (dock to dock).

J&J Truck Bodies – Operations Consultant

Operations Management Expert. Brought in to assess scheduling and manufacturing processes at a build to order truck assembly plant. Recommended assembly scheduling and capacity changes worth \$20 million per year profit improvement through bottleneck assessment and order mix resource smoothing.

Panoz Motor Sports – Operations Consultant

Scheduling and inventory control assessment. Determined improvement opportunities in the areas of material and capacity constrained scheduling, economic procurement, forecasting, inventory control, and metrics.

PROFESSIONAL AFFILIATIONS AND SERVICE

- Dissertation Committees:
 - Tae Jun Bae
“An investigation of the centrality of competing institutional logics for social enterprises”
Committee: Jim Fiet (Chair), Kristen Lucas, Andrew Manikas, and Dean Shepherd (Indiana University)
 - E. Shaunn Mattingly
“Is that an opportunity? A multilevel investigation of the individual-opportunity nexus and opportunity beliefs”
Committee: Manju Ahuja (Chair), Michael Barone, Andrew Manikas, and Dean Shepherd (Indiana University)
- Faculty Advisor: Delta Sigma Pi Professional Fraternity – Tau Upsilon Chapter
- Faculty Mentor: Celebration of Red & Black Scholars 2017
- Member: Beta Gamma Sigma International Honors Society (AACSB), Alpha Iota Delta International Honors Society in Decision Sciences and Information Systems (Decision Sciences Institute), Omega Rho International Honor Society for Operations Research and Management Science (INFORMS), Sigma Xi International Honors Society of Science and Engineering, Toastmasters International, Member: Project Management Institute (PMI), INFORMS, Member: APICS / AST&L, Member: Production and Operations Management Society (POMS), Member: Council of Supply Chain Management Professionals (CSCMP), Decision Sciences Institute (DSI), Mensa
- Ad-Hoc Reviewer: Arabian Journal for Science and Engineering, Computers and Industrial Engineering, Decision Sciences, Discrete Dynamics in Nature and Society, European Journal of Operational Research, European Management Journal, IEEE Transactions on Engineering Management, International Journal of Management Science and Engineering Management, Interfaces, International Journal of Production Economics, Journal of Combinatorial Optimization, Journal of the Operational Resource Society, Omega, Operations and Supply Chain Management, Production and Operations Management, Production Planning and Control, Socio-Economic Planning Sciences, Transportation Research: Part E
- Advisor at University of Wisconsin - Oshkosh for 70+ students in the Supply Chain Management major
- Manufacturing representative for University of Wisconsin - Oshkosh Business Success Center’s “New North Economic Index.” Develop the manufacturing survey items, analyzed the results, and developed a final report on the state of the manufacturing industry in Northeastern Wisconsin.
- Served as Vice President, Board of Directors, APICS Fox Valley Chapter (Oshkosh, WI)
- Panel Member: Society of Women Engineers panel on deciding between pursuing an advanced degree MS versus MBA
- Faculty Ally: LGBT Center at University of Louisville
- Delivered lunch-and-learn presentation for Schneider’s Emerging Professional Network (EPN)

Andrew L. Wright

University of Louisville
CIS Department
College of Business
Louisville, KY 40292
(502) 852-6098
Andrew.Wright@louisville.edu

Education:

- 1991 - 1994 University of Louisville, Speed Scientific School
Doctor of Philosophy in Computer Science and Engineering
Dissertation Title: The Development and Analysis of Hybrid Fuzzy/Statistically-Based Controllers
Graduation: May 1994, GPA: 4.0
- 1990 - 1991 University of Louisville, Speed Scientific School
Master of Engineering in Engineering Mathematics and Computer Science
Thesis Title: Modeling and Control of Batch-to-Batch Polymer Processes
Graduation: May 1991 with Highest Honors, GPA: 4.0
- 1986 - 1990 University of Louisville, Speed Scientific School
Bachelor of Science in Engineering Mathematics and Computer Science
Graduation: May 1990 with Highest Honors, GPA: 3.8

Work Experience:

- Fall 1996 - Present Assistant Professor: University of Louisville, Computer Information Systems, College of Business
Taught undergraduate classes in web programming, data structures, operating systems, internet computing, business ethics, careers in information systems, project management, enterprise application development, network security, and computers and society. Taught MBA class in computers and society.
- Spring 2004 – Summer 2008 Director of Academic Technology: University of Louisville, Office of the University Provost
Advised the university on all matters relating to academic technology, including student computing, classroom technology, and distance education. Led faculty IT governance committee and unit technology planning process.
- Fall 1994 - Summer 1996 Lecturer: University of Louisville, Information Science and Data Processing/Computer Information Systems Dept. (College of Business)
Taught undergraduate classes in computer literacy, C programming, and data structures.
- Summer 1994 Part-Time Lecturer: University of Louisville, Engineering Mathematics and Computer Science Dept.

Taught undergraduate class in discrete mathematics for computer scientists.

Spring 1992 - Spring 1994 Adjunct Lecturer: Indiana University Southeast, Div. of Natural Sciences
Taught introductory calculus classes for engineering technology and business students.

Fall 1990 - Summer 1992 Graduate Teaching Assistant: University of Louisville, Engineering Mathematics and Computer Science Dept.
Taught undergraduate classes in C programming, object-oriented programming with C++, and information structures.

Spring 1990 - Spring 1992 Graduate Research Assistant: University of Louisville, Engineering Mathematics and Computer Science Dept./CACI Inc./Dupont
Worked on project with Naval Ordnance developing expert system for maintenance advice. Wrote C and CLIPS code.

Worked with interdisciplinary group of researchers on control of sequential batch processes. Developed statistically-based controllers, performed simulations, and analyzed controller performance.

Worked with researchers on the effects of temperature on tool wear through NSF grant. Wrote software for data acquisition and established a tool wear model.

Research Interests: Fuzzy set and probability theory applied to supervisory/quality control, risk assessment and forecasting, neural networks, object-oriented design and programming, technology and social issues, usability, and technology assisted education.

External Service: Consulted with local organizations on PC issues including purchasing decisions, database design, etc.

Awards & Honors: 2011 Shared Vision Award from Tegrity, Inc.; 2009 Award for Excellence in Undergraduate Teaching from University of Louisville College of Business; 2007 Faculty Favorite from University of Louisville Delphi Center for Teaching and Learning; 2006 Disability Awareness Award for Outstanding Service; 1999 Award for Excellence in Undergraduate Teaching from University of Louisville College of Business and Public Administration; University of Louisville Fellowship Recipient; Honorable Mention -National Science Foundation Fellowship; Honorable Mention - Department of Energy Fellowship; 1991 Recipient of Simester Award for Scholastic Achievement; 1990 Recipient of Ernst Award for Highest Scholarship; Who's Who Among Students in American Universities; National Deans' List; Trustees Scholar; National Merit Scholar
Activities and Tau Beta Pi (Engineering Honor Society); Sigma Xi (Scientific Research

Interests: Society); Association for Computing Machinery; Beta Alpha Psi (Honorary). Hobbies include tennis, reading, philosophy, and dance.

Publications and Presentations:

Refereed Journals

Stoll, K., Ralston, P., Wright, A., & Harper, D. (1991). Modeling and Control of Batch-to-Batch Polymer Processes. Polymer Engineering and Science, 31(23), 1684-1692.

Ralston, P., Wright, A., Stoll, K., & Harper, D. (1993). Control Strategies for Cyclic Polymer Processes. International Polymer Processing, 8(4), 352-359.

Srinivasan, S., Guan, J., & Wright, A. (1999). A new CIS curriculum design approach for the 21st century. Journal of Computer Information Systems, 39(3), 99-106.

Dos Santos, B. L., & Wright, A. L. (2001). Internet-Supported Management Education. Information Services & Use, 21(2), 53-64.

Zurada, J., Wright, A., & Graham, J. (2001). A neuro-fuzzy approach for robot system safety. IEEE Transactions on Systems, Man, and Cybernetics, Part C, 31(1), 49-64.

Barker, R. M., & Wright, A. L. (2002). Can Computers Motivate? The Association between End User Computing Levels, Job Motivation, and Job Core Characteristics: A Field Study. The Review of Business Information Systems, 6(3), 29-41.

Dos Santos, B. L. & Wright, A. L. (2006). Using bulletin-boards in an educational setting. Communications of the ACM, 49(3), 115-118.

Attaway, A.A, Chandra, S., Dos Santos, B.L., Thatcher, M. & Wright, A.L. (2012). An Approach to Meeting AACSB Assurance of Learning Standards in an IS Core Course. Journal of Information Systems Education, 22(4), 357-368.

Book Chapters

Barker, R. M., Dos Santos, B. L., Hosapple, C. W., Wagner, W. P., & Wright, A. L. (2001). Tools for building information systems. In G. Salvendy (Ed.), Handbook of Industrial Engineering: Technology and Operations Management (3rd ed., pp. 65-109). New York: WileyInterScience.

Refereed Proceedings

Wright, A., & Ralston, P. (1993). A Fuzzy, Statistically Based Hybrid Controller. Proceedings of the 1993 International Fuzzy Systems and Intelligent Control Conference, 137144.

Wright, A., Ralston, P., Stoll, K., Harper, D., & Leffew, K. (1993). Simulation and Control of a Multi-Stage Batch Operation with Measurement Constraints. Proceedings of the 1993 American Control Conference, 3, 2538-2541.

Wright, A., & Ralston, P. (1994). A Preliminary Study of Hybrid Fuzzy/Statistically-Based Controllers. Proceedings of the Third IEEE International Conference on Fuzzy Systems, 1, 549-554.

Wright, A., & Ralston, P. (1994). Hybrid Fuzzy/Statistically-Based Controllers: A Preliminary Comparison. Proceedings of the 1994 IEEE International Symposium on Intelligent Control, 1-4.

Wright, A., & Ralston, P. (1994). Application of Hybrid Fuzzy/Statistically-Based Control to Sampled Continuous Systems. Proceedings of the 1994 International Fuzzy Systems and Intelligent Control Conference, 122-130.

Zurada, J., & Wright, A. (1996). Comparison of the performance of the neural network- and fuzzy logic-based decision units for a robot safety system. In C. H. Dagli (Vol. Ed.), Intelligent Engineering Systems Through Artificial Neural Networks: Vol. 6. Smart Engineering Systems: Neural Networks, Fuzzy Logic and Evolutionary Programming (pp. 209-214). ASME Press.

Zurada, J., Karwowski, W., & Wright, A. (1996). A fuzzy logic-based decision unit for robot safety system. In W. Karwowski & R. J. Koubek (Eds.), Manufacturing Agility and Hybrid Automation (Vol. 1, pp. 580-583). IAE Press.

Barker, R. M., & Wright, A. (1997). End user computing levels, job motivation and user perceptions of computing outcomes: a field investigation. In Proceedings of the 1997 ACM SIGCPR Conference (pp. 224-233).

Wright, A., Srinivasan, S., & Guan, J. (1998). Design of a novel CIS curriculum for educating the information systems developers of the 21st century. Proceedings of the 1998 Information System Educators Conference, 103-108.

Presentations and Workshops

Graham, J., Brockman, G., Wright, A., & Ragade, R. (1992, September). Hybrid Maintenance Advisory System for Naval Applications. American Society of Naval Engineers 1992 Product Engineering Symposium, Louisville.

Wright, A., Ralston, P., Stoll, K., & Harper, D. (1992, March). Part-to-Part Control Strategies for Cyclic Polymer Processes. Eighth Annual Meeting of the Polymer Processing Society, New Delhi.

Srinivasan, S., Dos Santos, B., Gogan, J., & Wright, A. (1997, February). Electronic Commerce Workshop. Southeast Decision Sciences Institute, Atlanta.

Srinivasan, S., Dos Santos, B. L., Gogan, J., & Wright, A. (1997, April). Electronic Commerce Workshop. ACM SIGCPR Conference, San Francisco.

Srinivasan, S., & Wright, A. (1999, March). Setting Objectives Workshop. AACSB Outcome Assessment Seminar, Clearwater Beach.

Srinivasan, S., & Wright, A. (1999, March). Stakeholder Involvement Workshop. AACSB Outcome Assessment Seminar, Clearwater Beach.

Wright, A. L. (2004, September). IT and the Academic Community: Bridging the Gap, Breaking Down Barriers – 2004 Kentucky Higher Education Computing Conference, Erlanger, Kentucky.

Wright, A. L. (2005, May). Web Accessibility 101: Universal Design in Action, 2005 Kentucky Faculty Development Conference: Engaging Students for Success, Lexington, Kentucky.

Wright, A. L. (2005, October). Making the Web Accessible for All, University of Louisville Celebration of Teaching and Learning, Louisville, Kentucky.

Allison, J., Garn, M., Miller, K., & Wright, A. (2006, May) “Got Accessibility?” The Kentucky Web Developer Certification Project, 2006 Kentucky Faculty Development Conference: Redesigning Teaching and Learning for the 21st Century, Lexington, Kentucky.

Allison, J., Wright, A., & Garn, M. (2006, October) “Got Accessibility?” The Kentucky Web Developer Certification, Breaking Down Barriers: Moving Forward Together! – 2006 Kentucky Higher Education Computing Conference, Erlanger, Kentucky.

Pattie, M., Bowers, J., Kleppinger, G., Wright, A., & Clinton, E. (2007, May) Internet2 - A New Frontier? 2007 Kentucky Conference on the Scholarship of Teaching and Learning: Engaging Campus and Community, Lexington, Kentucky.

Wright, A. & Greenwell, M. (2008, May) Accessible Learning: Virtual Barriers, Second Life, and Beyond, 2008 Kentucky Conference on the Scholarship of Teaching and Learning: Challenging Students to Think Critically and Learn Deeply, Lexington, Kentucky.

Kleppinger, G., Pattie, L., Miller, L., Jones, J., Wright, A., Clinton, E. (2008, May) Internet2 in Kentucky: Taking the Next Steps, 2008 Kentucky Conference on the Scholarship of Teaching and Learning: Challenging Students to Think Critically and Learn Deeply, Lexington, Kentucky.

Kleppinger, G., Pattie, L., Miller, L., Jones, J., Wright, A., Clinton, E. (2008, May) Networked Opportunities for Deep Learning, 2008 Kentucky Conference on the Scholarship of Teaching and Learning: Challenging Students to Think Critically and Learn Deeply, Lexington, Kentucky.

Wright, A. (2009, October) Using Class Capture Tools to Support Effective Teaching and Learning, Kentucky Convergence 2009: Sixth Annual Education Technology Conference in Kentucky, AIKCU, SAALCK, KDE, CPE, and The Center for Rural Development, Somerset, Kentucky.

Wright, A., Bellina, V. (2010, April) Rapid Response: Planning a Successful Tegrity Implementation, 4th Annual Tegrity User Conference, Louisville, Kentucky.

Wright, A., Rigdon, C. (2011, April) Faculty Training: Two Universities, One School of Thought, 5th Annual Tegrity User Conference, Atlanta, Georgia.

Technical and Research Reports

Wright, A. (1994, February). Managing Uncertainty in Chemical Risk Assessment: Data, Models, and Fuzzy Databases. Louisville: University of Louisville.

Applied Articles

McGee, D., & Wright, A. (1995, March). Finding the shortest path between two points. Inside Visual Basic for Windows, 9-14.

Wright, A., & McGee, D. (1996, February). Why OOP? Inside Visual FoxPro, 10-14.

Contracts, Grants and Sponsored Research:

Funded

Wright, A. (Supporting), Srinivasan, S. (Principal), Kerrick, S. A. (Supporting), "Scholastic Excellence Scholarships in Computer Information Systems", National Science Foundation, \$599495, Result of partnership/collaboration, Informal, K-12 Educational Initiatives, The project involves collaboration with Jefferson Community and Technical College (JCTC) and the Jefferson County Public Schools (JCPS) in identifying potential students (transfer and new, respectively) for the scholarships covered by the award. Took over as PI in June 2012. (2010 - 2015).

RICHARD GERMAIN, Ph.D.

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EDUCATION

- Ph.D. in Marketing; Minors in Logistics and Advertising; Michigan State University (1989).
- Master of Business Administration; Major in Management Science; McGill University, Montreal (1986).
- Bachelor of Commerce; Major in Quantitative Methods; Concordia University, Montreal (1981).

ACADEMIC POSTINGS

- Professor and Challenge for Excellence Chair in Supply Chain Management; College of Business; University of Louisville (USA): 2001-2010, 2012 (ongoing).
- Professor: Joint appointment at EBS University of Economics and Law (Germany) and Graduate School of Management, St. Petersburg University (Russia); 2010-2012.
- Assistant/Associate Professor: College of Business; Oklahoma State University (USA): 1990-2001.

ADMINISTRATION AND SERVICE (Major)

- Associate Dean for Graduate Programs, College of Business, University of Louisville, 2014 (ongoing).
Major responsibilities/accomplishments:
 - Scheduling of 9 active MBA cohorts (approximately 290 course sections per year) including full-time and adjunct faculty selection and management of course overload payments; complete rewrite of process undertaken in 2015.
 - Assurance of learning for all graduate level programs; supervised process rewrite in 2013.
 - College project leader on AACSB accreditation; 2016-2017 is the official year of record; final report due December 2017.
 - College project leader on approval process and documentation for new Bachelor of Science in Business Analytics (anticipated inaugural cohort planned for fall 2018).
 - College project leader on approval process and documentation for University of Kentucky / University of Louisville Executive MBA (launched in fall 2014); led team that built concierge level service program model within the College.
 - Chair of the MBA Committee (Full-time and Part-time MBA programs) and of the Global MBA Committee (European contract MBA); Co-chair of the University of Kentucky / University of Louisville Executive MBA Joint Policy Committee.
 - Direct supervision of the Executive Director of MBA Programs, Manager of Building Services, and Director of IT Services.
- Marketing Department Head, College of Business, University of Louisville, 2012-2014.
- Academic Director of MBA Programs, College of Business, University of Louisville, 2013-2014.
- Head of the Deutsche Bahn and Russian Railways Center for International Logistics and Supply Chain Management (CIL), St. Petersburg University (Russia), 2010-2012.
- Director of Programs (2004-2007), Associate Director (2007-2010), Logistics & Distribution Institute; University of Louisville.
- Board Member (2005-2010), Executive Board Member (2002-2005): Louisville Logistics Network.
- Marketing Ph.D. Program Coordinator, 1995-1999, Oklahoma State University.

INSTRUCTION

- Ph.D.: Theory & Philosophy of Science; Linear Modeling; Structural Equation Modeling; Supply Chain Management.
- MBA: Statistics; Marketing Management; Supply Chain Management; Operations Management;

International Logistics.

- Undergraduate: Marketing Principles; Market Research; Logistics; Marketing Management; Statistics.
- Executive Education Modules: Logistics Service; International Logistics; Inventory Management; Global Sourcing.

REFEREED JOURNAL ARTICLES

1. B. Davis-Sramek, B. Fugate, J. Miller, R. Germain, A. Izyumov & K. Krotov, Konstantin (2017), "Understanding the Present by Examining the Past: Imprinting Effects On Supply Chain Outsourcing in a Transition Economy," *Journal of Supply Chain Management*, 53(1), 65-86.
2. B. Davis-Sramek, K. Krotov & R. Germain (2016), "Predicting Technology Integration and Performance in Transition Economies: Insights from Russia," *International Journal of Physical Distribution and Logistics Management*, 46 (2), 128-152.
3. B. Davis-Sramek, R. Germain & K. Krotov (2015), "Examining the Process R&D Investment-Performance Chain in Supply Chain Operations: The Effect of Centralization," *International Journal of Production Economics*, 167 (September), 246-256.
4. D. Cumberland, W. Meek, & R. Germain (2015), "Entrepreneurial Self-Efficacy and Firm Performance in Hostile Environments: Evidence from the Franchising Context," *Journal of Developmental Entrepreneurship*, 20 (1), 1-19.
5. J. Hartmann & R. Germain (2015), "Understanding the Relationships of Integration Capabilities, Ecological Product Design, and Manufacturing Performance," *Journal of Cleaner Production*, 92 (1), 196-205.
6. J. Hartmann, A. Grobecker, & R. Germain (2015), "Antecedents of Environmentally Conscious Operations in Transitioning Economies: Insights from Russia," *International Journal of Operations and Production Management*, 35 (6), 843-865.
7. B. Davis-Sramek, B. Fugate, C. Autry, R. Germain (2012), "Does Knowledge Management Facilitate Logistics-Based Differentiation? The Effect of Global Manufacturing Reach," *International Journal of Production Economics*, 139 (2), 496-509.
8. R. Germain, B. Davis-Sramek, S. Lonial & P.S. Raju (2011), "The Impact of Relational Supplier Exchange on Financial Performance: A Study of the Hospital Sector," *Journal of Business Logistics*, 43 (3), 240-53.
9. R. Germain, K. Krotov & Y. Fedotov (2011), "Outsourcing and Vertical Integration: Research Propositions from an Organizational Perspective," *Russian Management Journal*, 9 (2), 93-108.
10. L. Birou, R. Germain & W. Christensen (2011), "Applied Logistics Knowledge and its Impact on Financial Performance," *International Journal of Operations & Production Management*, 31 (8), 816-34.
11. W. Meek, M. Baucus, B. Davis, & R. Germain (2011), "Commitment in Franchising: The Role of Collaborative Communication and a Franchisee's Propensity to Leave," *Entrepreneurship Theory & Practice*, 35 (3), 559-81.
12. B. Davis-Sramek, R. Germain & T. Stank (2010), "The Impact of Order Fulfillment Service on Retailer Merchandising Decisions in the Consumer Durables Industry," *Journal of Business Logistics*, 31 (2), 215-30.
13. B. Davis-Sramek, R. Germain & K. Iyer (2010), "Supply Chain Technology: The Role of Environment in Predicting Performance," *Journal of the Academy of Marketing Science*, 38 (Spring), 42-55.
14. K. Iyer, R. Germain & C. Claycomb (2009), "B2B E-commerce Supply Chain Integration and Performance: A Contingency Fit Perspective on the Role of Environment," *Information & Management*, 46 (August), 313-22.
15. G. Buttermann, R. Germain & K. Iyer (2008), "Contingency Theory "Fit" as Gestalt: An Application to Supply Chain Management," *Transportation Research Part E: Logistics and Transportation Review*, 44 (November), 955-69.
16. R. Germain, C. Dröge & C. Claycomb (2008), "Supply Chain Variability, Organizational Structure and

- Performance: The Moderating Effect of Demand Unpredictability," *Journal of Operations Management*, 26 (September), 557-570.
17. O. Nasraoui, M. Soliman, E. Saka, A. Badia, R. Germain (2008), "A Web Usage Mining Framework for Mining Evolving User Profiles in Dynamic Websites," *IEEE Transactions on Knowledge and Data Engineering*, 20 (February), 202-15.
 18. N. Spears & R. Germain (2007), "A Note on Green Sentiments and the Human-Animal Relationship in Print Advertising During the 20TH Century," *Journal of Current Issues and Research in Advertising*, 29 (Fall), 53-62.
 19. N. Spears & R. Germain (2007), "1900-2000 in Review: The Shifting Role and Face of Animals in Print Advertisements in the Twentieth Century," *Journal of Advertising*, 36 (Fall), 19-34.
 20. W. Christensen, R. Germain & L. Birou (2007), "Variance vs. Average: Supply Chain Lead-time as a Predictor of Financial Performance," *Supply Chain Management: An International Journal*, 12 (5), 349-57.
 21. K. Iyer, R. Germain & G. Frankwick (2006), "Supply Chain Analytic Capability: Environment and Performance," *International Journal of Integrated Supply Management*, 3 (3), 302-20.
 22. R. Germain & K. Iyer (2006), "The Interaction of Internal and Downstream Integration and its Association with Performance," *Journal of Business Logistics*, 27 (2), 29-52.
 23. C. Claycomb, C. Dröge & R. Germain (2005), "Applied Customer Knowledge in a Manufacturing Environment: Flexibility for Industrial Firms," *Industrial Marketing Management*, 34 (July), 629-40.
 24. W. Christensen, R. Germain & L. Birou (2005), "Build-to-Order and Just-in-Time as Predictors of Applied Supply Chain Knowledge and Market Performance," *Journal of Operations Management*, 23 (July), 470-81.
 25. C. Claycomb, K. Iyer & R. Germain (2005), "Predicting the Level of B2B E-commerce in Industrial Organizations," *Industrial Marketing Management*, 34 (April), 221-34.
 26. K. Iyer, R. Germain & G. Frankwick (2004), "Supply Chain B2B E-Commerce and Time-Based Delivery Performance," *International Journal of Physical Distribution & Logistics Management*, 34 (8), 645-61.
 27. X. Lin & R. Germain (2004), "Antecedents to Customer Involvement in Product Development: Comparing U.S. and Chinese Firms," *European Management Journal*, 22 (2), 244-55.
 28. X. Lin & R. Germain (2004), "Customer Orientation in Chinese Industrial Firms and Global Marketing Implications," *Journal of Global Marketing*, 17 (1), 93-115.
 29. C. Dröge, C. Claycomb & R. Germain (2003), "Does Knowledge Mediate the Effect of Context on Performance? Some Initial Evidence," *Decision Sciences*, 34 (3), 541-69.
 30. X. Lin & R. Germain (2003), "Effect of Context, Customer Product Knowledge, and Organizational Structure on Performance: Lessons from Chinese State-Owned Enterprises," *Strategic Management Journal*, 24 (11), 1135-51.
 31. X. Lin & R. Germain (2003), "Market Responsive Product Quality Orientation and its Performance Implications," *Journal of International Marketing*, 11, (2), 59-77.
 32. C. Claycomb, C. Dröge & R. Germain (2002), "Applied Product Knowledge and Performance: Moderating Effects of Uncertainty," *International Journal of Quality & Reliability Management*, 19 (6), 649-71.
 33. C. Claycomb, C. Dröge & R. Germain (2001), "Applied Process Knowledge and Market Performance: The Moderating Effect of Environmental Uncertainty" *Journal of Knowledge Management*, 5 (3), 264-77.
 34. R. Germain, C. Dröge & W. Christensen (2001), "The Mediating Role of Knowledge in the Relationship of Context with Performance," *Journal of Operations Management*, 19 (July). 453-69.
 35. C. Dröge & R. Germain (2000), "The Relationship of Electronic Data Interchange with Inventory and Financial Performance" *Journal of Business Logistics*, 21 (2), 209-30.
 36. C. Claycomb, R. German & C. Dröge (2000), "The Effects of Formal Strategic Marketing Planning on the Industrial Firm's Configuration, Structure, Exchange Partners, and Performance," *Industrial Marketing Management*, 29 (3), 219-34.

37. R. Germain (2000) "Were Banks Marketing Themselves Well From a Segmentation Perspective Before the Emergence of Scientific Inquiry on Service Marketing?" *The Journal of Services Marketing*, 14 (1), 44-62.
38. C. Claycomb, R. Germain & C. Dröge (1999), "Total System JIT Outcomes: Inventory, Organization, and Financial Effects," *International Journal of Physical Distribution & Logistics Management*, 29 (10), 612-30.
39. C. Claycomb, C. Dröge & R. Germain (1999), "The Effect of Just-in-Time Exchange with Customers on Organizational Design and Performance," *International Journal of Logistics Management*, 10 (1), 37-58.
40. R. Germain & N. Spears (1999), "Quality Management and its Relationship with Organizational Context and Design," *International Journal of Quality & Reliability Management*, 16 (4), 371-91.
41. X. Lin & R. Germain (1999), "Predicting International Joint Venture Interaction Intensity in U.S.-Chinese Ventures," *Journal of International Marketing*, 17 (Spring), 5-23.
42. S. Vickery, C. Dröge & R. Germain (1999), "The Relationship between Product Customization and Organizational Structure," *Journal of Operations Management*, 17 (June), 377-94.
43. C. Dröge & R. Germain (1998), "The Design of Logistics Organizations," *Transportation Research, Part E: Logistics & Transportation Review*, 34 (March), 25-37.
44. C. Dröge & R. Germain (1998), "The Inventory Effect due to Just-in-Time: Does it hold under Different Contextual, Environmental, and Organizational Conditions?" *Journal of Business Logistics*, 19 (2), 53-71.
45. X. Lin & R. Germain (1998), "Sustaining Satisfactory Joint Venture Relationships: The Role of Conflict Resolution Strategy," *Journal of International Business Studies*, 29 (First Quarter), 179-96.
46. R. Germain & C. Dröge (1998) "The Context, Organizational Design, and Performance of JIT Buying versus Non-JIT Buying Firms," *Journal of Supply Chain Management*, 34 (Spring), 12-18.
47. R. Germain & C. Dröge (1997), "An Empirical Study of the Impact of Just-in-Time Task Scope versus Just-in-Time Workflow Integration on Organizational Design," *Decision Sciences*, 28 (Summer), 615-35.
48. R. Germain & C. Dröge (1997), "The Effect of JIT Purchasing Relationships on Organizational Design, Purchasing Department Configuration, and Firm Performance," *Industrial Marketing Management*, 26 (March), 115-25.
49. R. Germain, C. Dröge & N. E. Spears (1996), "The Implications of Just-in-Time for Logistics Organization Management and Performance," *Journal of Business Logistics*, 17(2), 19-34.
50. R. Germain (1996), "The Role of Context and Structure in Radical and Incremental Logistics Innovation Adoption," *Journal of Business Research*, 35 (February), 117-27.
51. P. Daugherty, R. Germain & C. Dröge (1995), "Predicting EDI Technology Adoption in Logistics Management: The Influence of Context and Structure," *Logistics & Transportation Review*, 31 (December), 309-24.
52. R. Germain & C. Dröge (1995), "Just-in-Time and Context as Predictors of Electronic Data Interchange Technology Adoption," *International Journal of Physical Distribution & Logistics Management*, 25 (1), 18-33.
53. S. C. Hollander & R. Germain (1995), "A Note on the History of the Marketing of Higher Education," *Journal of Non-Profit & Public Sector Marketing*, 3 (2), 63-80.
54. R. Germain, C. Dröge & P. Daugherty (1994), "The Effect of Just-in-Time Selling on Organizational Structure: An Empirical Investigation," *Journal of Marketing Research*, 31 (November), 471-83.
55. R. Germain, C. Dröge & P. Daugherty (1994), "A Cost and Impact Typology of Logistics Technology Adoption and their Effect on Organizational Practice," *Journal of Business Logistics*, 15 (2), 227-48.
56. P. Daugherty, C. Dröge & R. Germain (1994), "Logistical Benchmarking: An Empirical Investigation of Manufacturing Firms," *The International Journal of Logistics Management*, 5 (1), 9-18.
57. R. Germain, (1993) "The Adoption of Logistics Process Technology in Manufacturers," *Journal of Business Research*, 27 (May), 51-63.
58. R. Germain, (1993) "The Early Years of Community Advertising," *Journal of Nonprofit and Public Sector Marketing*, 1 (1), 85-106.

59. C. Dröge & R. Germain (1991), "Evaluating Logistics Management Information Systems," *International Journal of Physical Distribution & Logistics Management*, 21 (7), 22-27.
60. C. Dröge, R. Germain & J. R. Stock (1991), "Dimensions Underlying Retail Logistics and Their Relationship to Supplier Evaluation Criteria," *The International Journal of Logistics Management*, 2 (1), 19-25.
61. R. Germain & C. Dröge (1990), "Wholesaling Operations and Vendor Evaluation," *Journal of Business Research*, 21 (September), 119-29.
62. C. Dröge, R. Germain & D. Halstead (1990), "A Note on Marketing and the Corporate Annual Report: 1930-1950," *Journal of the Academy of Marketing Science*, 18 (Fall), 355-64.
63. R. Germain & B. Cooper (1989), "How A Customer Service Mission Statement Affects Company Performance," *Industrial Marketing Management*, 19 (February), 47-54.
64. C. Dröge & R. Germain (1989), "The Impact of the Centralized Structuring of Logistics Activities on Span of Control, Formalization, and Performance," *Journal of the Academy of Marketing Science*, 17 (Winter), 83-89.
65. R. Germain (1989), "Output Standardisation and Logistical Strategy, Structure, and Performance," *International Journal of Physical Distribution & Materials Management*, 19 (1), 20-29.

BOOKS

1. R. Germain (1996), *Dollars through the Doors: A Pre-1930 History of Bank Marketing in America*, Westport, CT: Greenwood Publishing Group, pp.224.
2. S.C. Hollander & R. Germain (1992), *Was There a Pepsi Generation Before Pepsi Discovered It? Youth-Based Segmentation in Marketing*, Chicago, IL: American Marketing Association, pp.160.
3. D.J. Bowersox, P. Daugherty, C. Dröge, R. Germain & D. S. Rogers (1992), *Logistical Excellence: It's Not Business as Usual*, Burlington, MA: Digital Press, pp.246.
Reprint: *Eccellenza Logistica: il nuovo modo di fare business*, (1993) Milan: Italy, FrancoAngeli.

VOLUME CONTRIBUTIONS

1. R. Germain & W. Whitworth (2008), "Customer Service: A Logistics Perspective," in *Engineering Logistics Handbook*, G.D. Taylor (ed.), Boca Raton, FL: CRC Press, 6.1-10.
2. R. Germain & X. Lin (2003), "A Supply Chain and Organizational Approach to Chinese State-Owned Enterprises," in *Chinese Economic Transition & International Marketing*, I. Alon (ed.), Westport, CT: Praeger, 264-79.
3. R. Germain (1997), "An Historical Analysis of Marketing By Service Organizations: The Case of Pre-1930 Banking in America," in *Advances in Services Marketing & Management: Research & Practice*, Vol. 6, T. A. Swartz, D. E. Bowen & D. Iacobucci (eds.), Greenwich, CT: JAI Press, 101-23.
4. R. Germain (1994), "Statistical Methods and Market Research: The Early Twentieth Century," in *Research in Marketing: Explorations in the History of Marketing (Supplement 6)*, R. Fullerton (ed.) Greenwich, CT: JAI Press, 87-101.
5. Germain (1993), "The Adoption of Statistical Methods in Market Research: 1915-1937," *The International Library of Critical Writings in Business History: Volume 1*, S.C. Hollander and K. M. Rassuli, eds., London: Edward Elgar Publishers Limited, 435-48.
 - Reprinted as: R. Germain (1989) "The Adoption of Statistical Methods in Market Research: 1915-1937," *Proceedings of the 4th Conference on Historical Research in Marketing & Marketing Thought*, East Lansing, MI: Michigan State University, 317-30.

CONFERENCE PROCEEDINGS / ABSTRACTS / PRESENTATIONS (Sample)

1. A. Grobecker, J. Wolf, & R. Germain (2013), "Organizational Antecedents of Sustainability: Lessons from Russia," *Capitalism in Question*, Academy of Management Annual Conference, 363.
2. R. Germain, K. Krotov, & X. Lin (2012), "Environmental Response Options and Performance," *Logistics: Current Development Trends*, St. Petersburg, Russia, 412-14.
3. R. Germain, G. Buttermann & K. Iyer (2008), "Electronic Supply Chain Integration: The Moderating

Effect of Cooperative Norms," Communications of the Systematics and Informatics World Network, Vol. 3 (June), 39-45.

4. G. Buttermann, R. Germain & K. Iyer (2007), "Contingency Theory "Fit" as Gestalt: An Application to Supply Chain Management," Academy of Management 2007 Annual Meeting.
5. G. Buttermann, R. Germain & K. Iyer (2007), "Performance through Integration: Transaction Cost Economics and the Supply Chain," Academy of Management 2007 Annual Meeting.
6. X. Lin & R. Germain (2007), "Supply Chain Knowledge in U.S. versus Chinese Firms," Academy of Management 2007 Annual Meeting.
7. X. Lin & R. Germain (2004), "The Impact of FDI on Performance in Chinese State Enterprises: The Role of Management Decentralization", Inaugural Conference of the International Association for Chinese Management Research (IACMR), Beijing, on CD.
8. R. Germain & X. Lin (2003) "Foreign Direct Investment, Organizational Structure, and Firm Size: Performance Effect in Chinese State Enterprises," Administrative Sciences Association of Canada 2003 Conference, Halifax.
9. R. Germain (2003) "On the History of Bank Marketing," The Romance of Marketing History: Proceedings of the 11th Conference on Historical Analysis & Research in Marketing, East Lansing, MI, Michigan State University, 295.
10. R. Germain (2002), "A Historical Perspective to Services Marketing: Banking in North America Prior to 1930," 11th Annual AMA Frontiers in Service Marketing Conference, Chicago, AMA, 76.
11. X. Lin & R. Germain (2001), "Market-Responsive Product Quality Orientation and its Performance Implications in Chinese State –Owned Enterprises," American Marketing Association 2001 Summer Educators' Conference, Chicago, 87.
12. B. Larson & R. Germain (2000), "Relational Marketing: How New Is It?" in Business Research Yearbook: Global Business Perspectives, J. Biberman & A. Alkhafaji eds., (Spring), McNaughton & Gunn, Inc., Saline, MI, V7, 55-59.
13. R. Germain, C. Dröge & C. Johnson (1998), "Senior Distribution Executive Tenure Impact on Organizational Design in Distribution," American Marketing Association 1998 Winter Educators' Conference, Chicago: AMA, 266-92.
14. N. Spears & R. Germain (1997), "The Transference of Ideas across Disciplines: The Case of Metaphor and Analogy," Proceedings of the 8th Conference on Historical Research in Marketing & Marketing Thought, East Lansing, MI: Michigan State University, 49-57.
15. C. Claycomb & R. Germain (1997), "Organizational Learning and Performance: An Empirical Test," American Marketing Association 1997 Winter Educators' Conference, Chicago: AMA, 94-100.
16. N. Spears & R. Germain (1995), "A Review of the Product Life Cycle and Diffusion of Innovation: Current and Historical Perspectives," Proceedings of the 7th Conference on Historical Research in Marketing & Marketing Thought, East Lansing, MI: Michigan State University, 349-62.
17. C. Dröge, R. Germain & N. E. Spears (1995), "Form Postponement as a Strategic Initiative in Affecting Organizational Design," American Marketing Association 1995 Summer Educators' Conference, Chicago: AMA, 263-69.
18. R. Germain & W. G. Zikmund (1993), "Thirty Years of the Survey of Marketing Research: A Longitudinal Investigation," 1993 Southwest Marketing Association Conference: Advances in Marketing, Southwest Marketing Association, Baton Rouge: LA, 141-47.
19. R. Germain (1993), "An Historical Analysis of Bank Accessibility," Proceedings of the 6th Conference on Historical Research in Marketing & Marketing Thought, East Lansing: Michigan State University, 1.
20. R. Germain, C. Dröge & P. Daugherty (1993), "An Empirical Investigation of JIT Exchange, Strategy and Organization," American Marketing Association 1993 Summer Educators' Conference, Chicago: AMA, 25.
21. R. Germain & D. S. Rogers (1992), "Organization and Supplier Evaluation in Merchandisers," American Marketing Association 1992 Summer Educators' Conference, Chicago: AMA, 447-53.
22. R. Germain (1991), "Community Advertising," Proceedings of the 5th Conference on Historical Research in Marketing & Marketing Thought, East Lansing: Michigan State University, 251.
23. R. Germain & C. Dröge (1990), "The Relationships among Size, Technology and Structure in Small

versus Large Wholesalers,” American Marketing Association 1990 Summer Educators' Conference, Chicago: AMA, 305.

24. C. Dröge & R. Germain (1990), “Evaluating Physical Distribution Information Systems: The Role of Information Technology, Resource Availability and Firm Characteristics,” American Marketing Association 1990 Summer Educators' Conference, Chicago: AMA, 259.
25. C. Dröge, R. Germain & P. Daugherty (1989), “Servicing the Exchange Relationship: Organizational Configuration and Its Effects on Intra-Firm and Buyer-Seller Communications,” 1989 Southern Marketing Association Conference, Southern Marketing Association, Charleston, SC: SMA, 153-57.
26. R. Germain & P. Daugherty (1989), “The Effect of Product Diversification and Size on the Organizational Structure of Demand Servicing Activities,” American Marketing Association 1989 Summer Educators' Conference, Chicago: AMA, 126-31.
27. S. C. Hollander & R. Germain (1989), “A Note on the History of the Marketing of Higher Education,” 1989 Symposium for the Marketing of Higher Education, Cincinnati, OH: Xavier University, 266-80.
28. R. Germain (1989), “The Adoption of Statistical Methods in Market Research: 1915-1937,” Proceedings of the 4th Conference on Historical Research in Marketing & Marketing Thought, East Lansing, MI: Michigan State University, 317-30.
29. R. Germain (1988), “Logistical Systems and Their Relationships with Effective Logistical Product Management,” American Marketing Association 1988 Summer Educators' Conference, Chicago: AMA, 4-8.

OTHER PUBLICATIONS

1. Instructional Software: *Business Ready Statistics* (2009): Created content for on-line software learning tool consisting of lessons, interactive practice problems, and multiple choice questions; GMAC: Graduate Management Admissions Council, Tyson's Corner VA.
2. Industry Report: Germain, Richard & Armin Guenter (2012), *Contract Logistics and Outsourcing in Russia: A Report by the Deutsche Bahn and Russian Railways Center for International Logistics and Supply Chain Management*, Saint Petersburg, Graduate School of Management of Saint Petersburg University.

CONSULTING / CONTRACT / OTHER OUTSIDE WORK

- Graduate Management Admissions Council (GMAC, administrator of the GMAT exam); 2006; 2008-2009: two projects
 - Question writer for pilot project on assessing readiness in statistics for incoming MBA students.
 - Creation of instructional software including text and 400 multiple choice questions: *Business Ready Statistics*.
- Center for Sustainable Aluminum Industry (CSAI – A Sloan Foundation Center): \$50,000 contract (2006-2007).
- Expert Witness for Static Control versus Lexmark: 2006-2007.
- Secat, Inc. (Metallurgical research lab), 2005-2006.
- Oklahoma State University: Athletic Department, 1996.

MEMBERSHIPS

- American Marketing Association
- Council of Supply Chain Management Professionals
- Academy of Marketing Science

HONORS

- 2004, 2008: Outstanding Research Award, College of Business, University of Louisville.
- 2003: Outstanding College Faculty Member Award, College of Business, University of Louisville.
- 2002: Outstanding Paper Award for “Applied Product Knowledge and Performance: Moderating

Effects of Uncertainty:" International Journal of Quality & Reliability Management.

- 1999: Outstanding Paper Award for "Total System JIT Outcomes: Inventory, Organization, and Financial Effects:" International Journal of Physical Distribution & Logistics Management.
- 1995: Best Paper Award for "Form Postponement as a Strategic Initiative in Affecting Organizational Design:" American Marketing Association 1995 Summer Educators' Conference.
- 1994: Greiner Undergraduate Teaching Excellence Award, Oklahoma State University.
- 1989: Best Student Paper Award for "The Effect of Product Diversification and Size on the Organizational Structure of Demand Servicing Activities:" American Marketing Association 1989 Summer Educators' Conference.
- 1978-1981: ESSO Canada undergraduate scholarship.

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AREAS OF INTEREST

Concepts, Models, Methods, and Algorithms for Data Mining and Knowledge Discovery in Databases; Application of Advanced Computational Intelligence and Soft Computing Methods for Assisting in Decision Making in Manufacturing and Business Systems; Big Data and Streaming Data Analytics

EDUCATION

Degrees:

Doctor of Science (D.Sc.) or Habilitation Degree (Dr. hab.) in Technical Sciences, Informatics, conferred by The Systems Research Institute, Polish Academy of Sciences, Warsaw, Poland, January 2014.

Achievement Title: Application of Advanced Computational Intelligence Methods for Assisting in Decision Making in Business and Production Systems

Ph.D. in Computer Science Engineering, J.B. Speed School of Engineering, University of Louisville, Louisville, Kentucky, USA, 1995

Dissertation Title: An Investigation of Artificial Neural Networks for Sensory Integration and Decision Making in Robot Safety Systems

M.S. in Electrical Engineering awarded by the Gdansk University of Technology, Gdansk, Poland, 1972

EMPLOYMENT RECORD

2005 – present

Professor and Graduate Faculty, Computer Information Systems Department, College of Business, University of Louisville, Louisville, Kentucky.

1998 - 2005

Associate Professor and Graduate Faculty, Computer Information Systems Department, College of Business, University of Louisville, Louisville, Kentucky.

1992 - 98

Assistant Professor, Computer Information Systems Department, College of Business, University of Louisville, Louisville, Kentucky

1990 - 92

Assistant Professor, Information Science and Data Processing Office, J.B. Speed School of Engineering, University of Louisville, Louisville, Kentucky

1987 - 90

Programmer Analyst/Consultant, Administrative Computing Department, later transferred to Research and Instructional Section of Support Services, Computing & Telecommunications, University of Louisville, Louisville, Kentucky

Part-time Instructor, Information Science and Data Processing Office, J.B. Speed School of Engineering, University of Louisville, Louisville, Kentucky

1983 - 86

Computer Software Laboratory Director and Lecturer, Computer Science Department, The Higher Institute of Electronics, Beni Walid, Libya

1979 - 83

Manager of the Software Development Department, Institute of Mathematics Computer Center, University of Gdansk, Gdansk, Poland

The department was involved in computational support of course offerings and administrative functions of the Gdansk University, as well as in several major research grants. (Gdansk University is one of the largest universities in

Poland and it offers a significant number of graduate programs.)

1972 - 79

Scientific Programmer Analyst, Institute of Mathematics Computer Center, University of Gdansk, Gdansk, Poland

VISITING APPOINTMENTS

October 2014 – now

Professor, WSB School of Banking, Gdansk, Poland

December 2011 – June 2012

Adjunct Professor, Department of Informatics, The Academy of Business in Dabrowa Gornicza, Dabrowa Gornicza, Poland

2007 (May – June)

Visiting Research Faculty, on sabbatical at School of Computer and Electrical Engineering, University of Alberta, Edmonton, Canada.

2007 (February – April)

Visiting Research Fellow, on sabbatical at School of Computer and Information Science, Edith Cowan University, Perth, Australia.

March 2006 – August 2007

Visiting Professor, Poznan University College of Business and Foreign Languages, Poznan, Poland.

1996 (Summer)

Consultant, U.S. Army, Directorate of Force Development, Fort Knox, Kentucky, USA.

PUBLICATIONS

JOURNAL ARTICLES

1. Karwowski, W., Ostaszewski, K., and Zurada J., 1992, "Applications of the Catastrophe Theory in Modeling the Risk of Low Back Injury in Manual Lifting Tasks", *La Travail Humain*, (The Journal of French Ergonomics Society, in English), 55(3), 259-275.
2. Zurada, J., and Graham, J.H., 1995, "Sensory Integration in a Neural Network-based Real-time Robot Safety System", *International Journal of Human Factors in Manufacturing*, 3(5), 325-340.
3. Grobelny, J., Karwowski, W., and Zurada, J., 1995, Applications of Fuzzy-Based Linguistic Patterns for the Assessment of Computer Screen Design Quality", *International Journal of Human-Computer Interaction*, 7(3), 193-212.
4. Graham, J.H., and Zurada, J., 1996, "A Neural Network Approach to Safety and Collision Avoidance in Robotic Systems", *Journal of Reliability Engineering and System Safety*, 53, 327-338.
5. Zurada, J., Graham, J.H, and Karwowski, W., 1996, "An Application of an Artificial Neural Network for Decision Making in a Robot Safety System", *Journal of Intelligent and Fuzzy Systems*, 4(3), 177-191.
6. Ukita, A., Karwowski, W., Salvendy, G., L. WookGee, and Zurada, J., 1996, "Automatic Tuning of an Electronic Circuit Board using the Artificial Neural Network Approach", *Journal of Intelligent Manufacturing*, 7, 329-339.
7. Zurada, J., Karwowski, W., and Marras, W., 1997, "A Neural Network-Based System for Classification of Industrial Jobs with Respect to the Risk of Low Back Disorders", *Applied Ergonomics*, 28(1), 49-58.
8. Zurada, J., Karwowski, W., and Graham J.H., 1998, "Sensory Integration and Management of Uncertainty in Robot Safety Systems: A Review", *International Journal of Computer Integrated Manufacturing*, 11(3), 262-273.
9. Zurada, J., Foster, B.P., Ward, T., and Barker, R.M., Winter 1998-1999, "Neural Networks versus Logit Regression Models for Predicting Financial Distress Response Variables", *Journal of Applied Business Research*, 15(1), 21-29.
10. Zurada, J., and Srinivasan, S., 1999, "Business Applications Involving Neural Networks", *Transactions in International Information Systems*, No. 1, 85-98.
11. Zurada, J., Wright, A. L., Graham, J., 2001, "A Neuro-Fuzzy Approach for Robot System Safety", *IEEE Transactions on Systems, Man, and Cybernetics, Part C: Applications and Reviews*, 31(1), 49-64.
12. Zurada, J., and Zurada, M., 2002, "How Secure are "Good Loans: Validating Loan-Granting Decisions and

- Predicting Default Rates on Consumer Loans", *The Review of Business Information Systems*, 6(3), 65-83.
13. Paez, O., Dewees, J., Genaidy, Tuncel, S., A., Karwowski, W., and Zurada, J., 2004, "The Lean Manufacturing Enterprise: An Emerging Socio-Technological System Integration", *Human Factors and Ergonomics in Manufacturing*, 14(3), 285-306.
 14. Zurada, J., Karwowski, W., and Marras, W., 2004, "Classification of Jobs with Risk of Low Back Disorders by Applying Data Mining Techniques", *Occupational Ergonomics*, 4(4), 291-305.
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 16. Zurada, J., Levitan, A., and Guan, J., 2006, "Non-conventional Approaches to Property Value Assessment", *Journal of Applied Business Research*, 22(3), 1-14.
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 21. Pedrycz, W., Rai, P., and Zurada, J., 2008, "Experience-Consistent Modeling for Radial Basis Function Neural Networks", *International Journal of Neural Systems*, 18(4), 279-292.
 22. Guan, J., Zurada, J., and Levitan, A., 2008, "An Adaptive Neuro-Fuzzy Inference System Based Approach to Real Estate Property Assessment", *Journal of Real Estate Research*, 30(4), 395-421.
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 24. Zurada, J., 2010, "Optimization Problems and Genetic Algorithms", *Review of Business Information Systems*, 14(3), 5-9.
 25. Foster, B.P., Zurada, J., and Barney, D., 2010, "Could Decision Trees Help Improve Farm Service Agency Lending Decisions?", *Academy of Information and Management Sciences Journal*, 13(1), 69-91.
 26. Zurada, J., and Karwowski, W., 2011, "Knowledge Discovery through Experiential Learning from Business and Other Contemporary Data Sources: A Review and Reappraisal", *Information Systems Management*, 28(3), 258-274.
 27. Zurada, J., Levitan, A., and Guan, J., 2011, "A Comparison of Regression and Artificial Intelligence Methods in a Mass Appraisal Context", *Journal of Real Estate Research*, 33(3), 349-387.
 28. Zurada, J., 2012, "Does Replacing/Removing Missing Values Improve the Models' Classification Performances", *International Journal of Management & Information Systems*, 16(3), 215-220.
 29. Zurada, J., 2012, "Classifying the Risk of Work Related Low Back Disorders Due to Manual Material Handling Tasks", *Expert Systems with Applications*, 39(12), 11125-11134.
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 33. Guan, J., Shi, D., Zurada, J., and Levitan, A., 2014, "Analyzing Massive Data Sets: An Adaptive Fuzzy Neural Approach for Prediction, with a Real Estate Illustration", *Journal of Organizational Computing and Electronic Commerce*, 24(1), 1-19.
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 35. Shi, D., Guan, J., Zurada, J., and Levitan, A.S. 2015, "An Innovative Clustering Approach to Market Segmentation for Improved Price Prediction", *Journal of International Technology and Information Management*, 24(1), 15-32.
 36. Olszak, C.M., and Zurada, J., 2015, "Information Technology Tools for Business Intelligence Development in Organizations", *Polish Journal of Management Studies*, 12(1), 132-142.
 37. Shi, D., Zurada, J., Guan, J., and Goyal, S., 2015, "Semi-supervised Learning as an Approach to Improving Data

Classification – An Illustration of Bad Debt Recovery in the Healthcare Industry", *Journal of International Technology and Information Management*, 24(4), 1-24. (**Keynote paper**).

38. Shi, D., Guan, J., Zurada, J., Lopez-Vargas, J., and Maria del Carmen Cabrera Loayza, 2017, "A Fuzzy Neural Approach with Multiple Models to Time-dependent Short Term Power Load Forecasting Based on Weather", *International Journal of Multimedia and Ubiquitous Engineering*, 12(1), 1-16, http://www.sersc.org/journals/IJMUE/vol12_no1_2017.php

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1. Shi, D., Guan, J., Zurada, J., and Manikas, A. "A Data-Mining Approach to Identification of Risk Factors in Safety Management Systems", provisionally accepted (pending revisions) to *Journal of Management Information Systems* in August 2017.
2. Zurada, J., Shi, D., Karwowski, W., Guan, J., and Cekit, E., "Detecting Adverse Events in an Active Theater of War Using Advanced Computational Intelligence Techniques", to be submitted to *Expert Systems with Applications*.
3. Zurada, J., "Investigation of the Classification Performance and Interpretability of Computational Intelligence Techniques for Loan Granting Decisions", to be submitted to *Journal of International Technology and Information Management*.
4. Foster, B.P., and Zurada, J., "Comparisons of Various Artificial Intelligence Tools for Bankruptcy Prediction", in progress.

BOOKS

1. Abramowicz, W., and Zurada, J., (Eds.), 2001, *Knowledge Discovery for Business Information Systems*, Kluwer Academic Publishers, Boston, 431 pages.
2. Kantardzic, M., and Zurada, J. (Eds.), 2005, *Next Generation of Data Mining Applications*, Wiley/IEEE Press, 671 pages.

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1. Karwowski, W., and Zurada, J., 1997, "Software and Computers: Hybrid Automated Systems", *International Labor Office Encyclopedia of Occupational Health and Safety*, (International Labor Office, Geneva, Switzerland), pp. 58.36-58.41.
2. Zurada, J., Foster, B.P., and Ward, T.J., 2001, "Investigation of Artificial Neural Networks for Classifying Levels of Financial Distress of Firms: The Case of an Unbalanced Training Sample", in *Knowledge Discovery for Business Information Systems*, W. Abramowicz and J. Zurada (Eds.), Kluwer Academic Publishers, Boston, pp. 397-424.
3. Zurada, J., 2002, "Data Mining Techniques in Predicting Default Rates on Customer Loans", in *Databases and Information Systems II*, H-M. Haav, A. Kalja (Eds), Kluwer Academic Publishers, pp. 285-296. (This is a slightly revised version, with mainly editorial changes, of the article from point 18 on page 6.)
4. Kantardzic, M., and Zurada, J., 2005, "Trends in Data Mining Applications: From Research Labs to Fortune 500 Companies" in *Next Generation of Data Mining Applications*, M. Kantardzic, and J. Zurada, (Eds), IEEE Press/Wiley, pp. 1-13.

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1. Karwowski, W., Hancock, P., Zurada, J., and Ostaszewski, K., 1991, "Risk of Low Back Overexertion Injury Due to Manual Load Lifting in View of the Catastrophe Theory", *Designing for Everyone*, Y. Queinnec and F. Daniellou (Eds.), Taylor and Francis, London, pp. 66-68.

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3. Karwowski, W., Zurada, J., Marras, W., and Gaddie, P., 1994, "A Prototype of the Artificial Neural Network-Based System for Classification of Industrial Jobs with Respect To Risk of Low Back Disorders", *Advances in Industrial Ergonomics and Safety VI*, F. Aghazadeh (Ed.), Taylor & Francis, London, pp. 19-22.
4. Graham, J.H., Karwowski, W., Parsaei, H., and Zurada, J., 1994, "Concurrent Engineering for Enhancing Worker Safety in Robotic Workcells", *Advances in Agile Manufacturing*, P. Kidd and W. Karwowski (Eds.), IOS Press, Amsterdam, pp. 79-82.
5. Zurada, J., and Graham, J.H., 1995, "A Neural Network Detection Unit for a Robot Safety System", *Intelligent Engineering Systems through Artificial Neural Networks*, C.H. Dagli, M. Akay, C.L.D. Chen, B.R. Fernandez, and J. Ghosh (Eds.), ASME Press, 5, pp. 879-884.
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7. Zurada, J., and Wright, A., 1996, "A Comparison of the Neural Network- and Fuzzy Logic-Based Decision Unit for a Robot Safety System", *Intelligent Engineering Systems Through Artificial Neural Networks*, C.H. Dagli, M. Akay, C.L.D. Chen, B.R. Fernandez, and J. Ghosh (Eds.), ASME Press, 6, pp. 209-214.
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9. Zurada, J., Foster, B.P., Ward, T.J., and Barker, R.M., 1997, "A Comparison of the Ability of Neural Networks and Logit Regression Models to Predict Levels of Financial Distress", *Methods and Tools, Theory and Practice*, W. Wojtkowski, G. Wojtkowski, J. Zupancic, S. Wrycza (Eds.), Plenum Press, New York, pp. 291-295.
10. Gorska, E., and Zurada, J., 1997, "A Flexible Computer Systems for Ergonomic Diagnosis", *In Design of Computing Systems: Cognitive Considerations*, G. Salvendy, M.J. Smith and R.J. Koubek (Eds.), Elsevier Publishers, pp. 679-682.
11. Zurada, J., and S. Srinivasan, 1998, "Expert Systems and Neural Networks: Business Applications", *Business Information Systems '98*, W. Abramowicz (Ed.), Akademia Ekonomiczna, Poznan, Poland, pp. 327-339.
12. Zurada, J., 1999, "Developing a Neural Network Application", *Evolution and Challenges in System Development*, J. Zupancic, W. Wojtkowski, G. Wojtkowski, and S. Wrycza (Eds.), Kluwer Academic/Plenum Publishers, New York, pp. 595-605.
13. Salam, A., and Zurada, J., 1999, "Consumers As Investors: Investor Psychology and the Case of the Internet Industry", *Proceedings of the Americas Conference on Information Systems*, W. D. Haseman and D.L. Nazareth (Eds.), Association for Information Systems, Milwaukee, Wisconsin, August, pp. 535-537. **(The track best paper award)**.
14. Zurada, J. and Salam, A., 1999, "Data Mining Using Neural Networks and Statistical Techniques: A Comparison", *Systems Development Methods for Databases, Enterprise Modeling, and Workflow Management*, W. Wojtkowski, W.G. Wojtkowski, S. Wrycza, and J. Zupancic (Eds.), Kluwer Academic/Plenum Publishers, New York, pp. 299-312.
15. Zurada, J., and Salam, A., 2000, "Fuzzy Logic Model of Consumers as Internet Industry Investors", in *Electronic Commerce: The End of the Beginning - the Proceedings of the 13th Bled Electronic Commerce Conference*, S. Klein, B. O'Keefe, J. Gricar, and M. Podlogar (Eds.), Bled, Slovenia, June, pp. 544-555.
16. Zurada, J., Foster, B.P., and Ward, T.J., 2001, "Artificial Neural Networks in Predicting a Dichotomous Level of Financial Distress for Uneven Training and Testing Samples", In *Contemporary Trends in Systems Development*, (M.K. Sein, B.E. Munkvold, T. U. Ørvik, , W. Wojtkowski, G. Wojtkowski, J. Zupancic, and S. Wrycza (Eds.), Kluwer Academic/Plenum Publishers, New York, pp. 175-182.

17. Zurada, J., 2002, "Comparison of the Performance of Several Data Mining Techniques for Loan-Granting Decisions", In *New Perspectives on Information Systems Development: Theory, Methods, and Practice*, G. Harindranath, W.G. Wojtkowski, J. Zupancic, Duska Rosenberg, W. Wojtkowski, S. Wrycza, and J.A. Sillince (Eds.), Kluwer Academic/Plenum Publishers, New York, pp. 439-448.
18. Zurada, J., 2002, "Data Mining Techniques in Predicting Default Rates on Customer Loans", *Proceedings of the 5th International Baltic Conference, Baltic DB&IS'2002, Databases and Information Systems*, Hele-Mai Haav and Ahto Kalja (Eds.), Tallinn, Estonia, June 3-6, 2002, pp. 177-188.
19. Zurada, J., 2002, "Management of Uncertainty Using Neural Networks", *Proceedings of the 9th International Conference on Neural Information Processing (ICONIP'02)*, Lipo Wang, Jagath C. Rajapakse, Kunihiko Fukushima, Soo-Young Lee, and Xin Yao (Eds.), IEEE Press, Singapore, November 18-22, 2002, pp. 2088-2092.
20. Fiet, J., Gupta, M., and Zurada, J., 2003, "Evaluating the Wealth Creating Potential of Venture Ideas", *2003 Frontiers of Entrepreneurship Research: Proceedings of the 23rd Annual Entrepreneurship Research Conference*, W.D. Bygrave, C.G. Brush, P. Davidsson, J. Fiet, P. Greene, R.T. Harrison, M. Lerner, G.D. Meyer, J. Sohl, A. Zacharakis (Eds.), p. 446.
21. Zurada, J., and Lonial, S., 2004, "Application of Data Mining Methods for Bad Debt Recovery in the Healthcare Industry", *The Proceedings of the 6th International Baltic Conference on Databases and Information Systems, Baltic DB&IS'2004*, J. Barzdins (Ed.), Vol. 672, pp. 207-217.
22. Zurada, J., 2010, "Could Decision Trees Improve the Classification Accuracy and Interpretability of Loan Granting Decisions?", *Proceedings of the 43rd Hawaii International Conference on System Sciences (HICSS'43)*, (R. Sprague, Ed.), IEEE Computer Society Press, Kauai, January 5-8, 2010.
23. Zurada, J., and Kunene, N., 2010, "Performance Assessment of Data Mining Methods for Loan Granting Decisions: A Preliminary Study", *Artificial Intelligence and Soft Computing - The Proceedings of the 10th International Conference on Artificial Intelligence and Soft Computing (ICAISC 2010)*, (L. Rutkowski, R. Scherer, R. Tadeusiewicz, L.A., Zadeh., J.M. Zurada, Eds), Part I, pp. 495-502, Lecture Notes in Artificial Intelligence. Springer, Berlin.
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26. Zurada, J., Shi, D., and Guan, J., 2013, "A Fuzzy Neural Approach to Classifying Low Back Disorders Risks", *Proceedings of the 46th Hawaii International Conference on System Sciences (HICSS'46)*, (R. Sprague, Ed.), IEEE Computer Society Press, pp. 2382-2388.
27. Shi, D., Zurada, J., and Guan, J., 2013, "Human Factors Identification in Aviation Incidents Using Topic Mining", *Proceedings of the Seventh China Summer Workshop on Information Management (CSWIM 2013)*, (M. Li, H.J. Wang, D.D. Zeng, Eds.), pp. 143-149, Tianjin, China, June 29-30, 2013.
28. Shi, D., Zurada, J., and Guan, J., 2014, "A Neuro-fuzzy Approach to Bad Debt Recovery in Healthcare", *Proceedings of the 47th Hawaii International Conference on System Sciences (HICSS'47)*, (R. Sprague, Ed.), IEEE Computer Society Press, pp. 2888-2897.
29. Shi, D., Guan, J., and Zurada, J., 2014, "Improving Performance of Classification Models with Textual Data", *Proceedings of the International Workshop of Information Technology and Internet Finance*, Chengdu, China, June 25, 2014.
30. Shi, D., Zurada, J., and Guan, J., 2015, "A Neuro-fuzzy System with Semi-supervised Learning for Bad Debt Recovery in the Healthcare Industry", *Proceedings of the 48th Hawaii International Conference on System Sciences (HICSS'48)*, (T.X. Bui, R. Sprague, Eds.), IEEE Computer Society Press, pp. 3115-3124.
31. Shi, D., Zurada, J., and Guan, J., 2016, "A Bayesian Network Approach to Classifying Bad Debt in Hospitals", *Proceedings of the 49th Hawaii International Conference on System Sciences (HICSS'49)*, (T.X. Bui, R. Sprague, Eds.), IEEE Computer Society Press, pp. 3298-3306.

32. Kantardzic, M., and Zurada, J., 2016, "Introduction to Streaming Data Analytics and Applications Minitrack", *Proceedings of the 49th Hawaii International Conference on System Sciences (HICSS'49)*, (T.X. Bui, R. Sprague, Eds.), IEEE Computer Society Press, p. 1729.
33. Shi, D., Zurada, J., and Guan, J., 2017, "Identification of Human Factors in Aviation Incidents Using a Data Stream Approach", *Proceedings of the 50th Hawaii International Conference on System Sciences (HICSS'50)*, (T.X. Bui, R. Sprague, Eds.), URI: <http://hdl.handle.net/10125/41280>, ISBN: 978-0-9981331-0-2, pp. 1073-1082. **The mini-track best paper award.**
34. Kantardzic, M., and Zurada, J., 2017, "Introduction to Streaming Data Analytics and Applications Minitrack", *Proceedings of the 50th Hawaii International Conference on System Sciences (HICSS'50)*, (T.X. Bui, R. Sprague, Eds.), URI: <http://hdl.handle.net/10125/41357>, ISBN: 978-0-9981331-0-2, p. 1692.

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2. Ulman, Z., Czyzak M., and Zurada, J.M., 1993, "Effective RNS Scaling Algorithm with the Chinese Remainder Theorem Decomposition", *Proceedings of IEEE Pacific Rim Conference on Communications, Computers and Signal Processing*, (2), pp. 528-531, Victoria, B.C., Canada.
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11. Gohmann, S. F., Guan, J., Zurada, J., "A Comparison of Parametric and Non-parametric Methods to Estimate the Costs of Obesity", *7th World Congress on Health Economics*, Beijing, China, July 12-15, 2009.
12. Foster, B. P., Zurada, J., Barney, D. K., "Could Decision Trees Help Improve Farm Service Agency Lending Decisions?", *Proceedings of Allied Academies International Conference*, New Orleans, USA, April 14-16, 2010.
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PAPERS PRESENTED/TALKS DELIVERED

1. *The 11th Congress of the International Ergonomics Association*, "Risk of Low Back Overexertion Injury Due to Manual Load Lifting in View of the Catastrophe Theory", Paris, France, July 1991.
2. *The International Conference on Computer-Aided Ergonomics and Safety*, "APOLIN: A 3-dimensional Ergonomic Design and Analysis System", Tampere, Finland, May 1992.
3. *The UC/IAMS (University of Cincinnati/Institute of Advanced Manufacturing Sciences, Inc.) for Manufacturing Research*, "Sensors Integration in Neural Network-Based Robot Safety System", Cincinnati, Ohio, April 1994.
4. *The World Congress on Computational Intelligence, IEEE International Conference on Neural Networks*, "End Effector Target Position Learning Using Feed-forward with Error Back-Propagation and Recurrent Neural Networks", Orlando, Florida, June 1994.
5. *The International Industrial Ergonomics and Safety Conference*, "A Prototype of the Artificial Neural Network-Based System for Classification of Industrial Jobs with Respect To Risk of Low Back Disorders", San Antonio, Texas, July 1994.
6. *The 4th International Conference on Human Aspects of Advanced Manufacturing & Hybrid Automation*, "Concurrent Engineering for Enhancing Worker Safety in Robotic Workcells", Manchester, England, June 1994.
7. *The 12-th Congress of the International Ergonomics Association*, "A Framework for Neural Network-Based System for Classification of Risk of Injury Due to Manual Handling Jobs", Toronto, Canada, August 1994.
8. *The Computer Science and Engineering Ph.D. Seminar*, "Neural Network-Based Robot Safety System", Louisville, Kentucky, October 1994.
9. *The 2nd Annual Student Workshop in Manufacturing Research*, "Sensory Integration in a Robot Safety System", University of Cincinnati and Institute of Advanced Manufacturing Sciences, Cincinnati, Ohio, April 1995.
10. *The IEEE International Conference on Man, System, and Cybernetics*, "A Neural Network-based Robot Safety System", Vancouver, Canada, October 1995.
11. *The Artificial Neural Networks for Intelligent Engineering (ANNIE) Conference*, "A Neural Network Detection Unit for a Robot Safety System", St. Louis, Missouri, November 1995.
12. *The Al-Azhar Engineering Fourth International Conference*, "Development of a Sensory-based Robot Safety System", Cairo, Egypt, December 1995.
13. *The Fifth International Conference on Human Aspects of Advanced Manufacturing: Agility and Hybrid Automation*, "A Fuzzy Logic-based Detection Unit for a Robot Safety System", Maui, Hawaii, August 1996.
14. *The Fifth International Conference on Information Systems Development*, "Artificial Intelligence: Neural Networks and Expert Systems in Business Decision Making and Forecasting", Gdansk, Poland, September 1996.
15. *The Conference for Intelligent Engineering Systems Through Artificial Neural Networks*, "A Comparison of the Neural Network- and Fuzzy Logic-Based Decision Unit for a Robot Safety System, St. Louis, Missouri, November 1996.
16. *The Sixth International Conference on Information Systems Development*, "A Comparison of the Ability of Neural Networks and Logit Regression Models to Predict Levels of Financial Distress", Boise, Idaho, August 1997.
17. *Wismar Hochschule*, "Application of Neural Networks and Expert Systems in Business Decision Making and Forecasting, Wismar, Germany, July 1997. (Invited).
18. *The Seventh International Conference on Human-Computer Interaction*, "Computer-based System for Workstation Evaluation and Design", San Francisco, California, August 1997.
19. *The 2nd International Conference on Business Information Systems*, "Expert Systems and Neural Networks: Business Applications", Poznan, Poland, April 1998.
20. *The Institute of Oceanology of the Polish Academy of Science*, "On Neural Networks and Fuzzy Logic", Sopot, Poland, July 1998. (Invited).

21. *The 7th International Conference on Information Systems Development*, "Developing a Neural Network Application", Bled, Slovenia, September 1998.
22. *The Americas Conference on Information Systems*, "Consumers as Investors: Investor Psychology and the Case of the Internet Industry", Milwaukee, Wisconsin, USA, August 1999. (**The track best paper award.**)
23. *The Third International Conference on Advanced Manufacturing*, "Systems Analysis of Sensory-Based Robot Safety System", Vancouver, Canada, August 1999.
24. *The 9th International Conference on Information Systems Development*, "Artificial Neural Networks in Predicting a Dichotomous Level of Financial Distress for Uneven Training Samples", Kristiansand, Norway, August 2000.
25. *The 5th International Baltic Conference, Baltic DB&IS'2002*, "Data Mining Techniques in Predicting Default Rates on Customer Loans", Tallinn, Estonia, June 2002.
26. *The Conference INFOBAZY 2002 – Databases for Science (Bazy Danych dla Nauki)*, "From Data Warehousing to Knowledge Discovery", Gdansk-Sobieszewo, Poland, June 2002 (**Plenary speech**).
27. *The 9th International Conference on Neural Information Processing (ICONIP'02)*, "Management of Uncertainty Using Neural Networks", Singapore, November 18-22, 2002.
28. *The 2003 Babson-College Entrepreneurship Research Conference*, "Evaluating the Wealth Potential Venture of Ideas", Boston, Massachusetts, USA, June 2003.
29. *The 2003 Academy of Management Meeting*, "The Difficult Employee: A Profile and Perspective", Seattle, Washington, USA, August 2003.
30. *The Gdansk Managers Training Foundation*, "From Data Warehouses to Knowledge Discovery and Business Applications", Gdansk, Poland, May 2004. (**Invited**).
31. *The 11th International Conference On Recent Advances in Retailing and Consumer Services Science*, "Comparing the Performance of Various Data Mining Methods in the Recovery of Bad Debts for the Healthcare Industry", Prague, Czech Republic, July, 2004.
32. *The 2005 International Applied Business Research Conference*, "Neuro-Fuzzy Approach to Bad Debt Recovery in the Healthcare Industry", Puerto Vallarta, Mexico, March 2005.
33. *The Technical University of Gdansk, School of Management and Economics*, "From Data Warehouses to Knowledge Discovery", Gdansk, Poland, May 2005. (**Invited**).
34. *The University of Louisville – InfoSec Seminar Series*, "Data Mining for Analysis of Rare Events: A Case of Computer Security and Other Applications", Louisville, Kentucky, USA, September 2005. (**Invited**).
35. *The University of Kentucky, Von Allmen School of Accountancy*, "Can Decision Trees and Other Data Mining Techniques Assist in Auditors' Going-Concern Evaluations?", Lexington, Kentucky, USA, February, 2006. (**Invited**).
36. *The 2006 International Business Research Conference*, "Predicting Default Rates on Consumer Loans Using Computational Intelligence Techniques", Cancun, Mexico, March 2006.
37. *The Poznan University College of Business and Foreign Languages*, "From Data Warehouses to Knowledge Discovery", Poznan, Poland, May 2006. (**Invited**).
38. *The American Accounting Association Annual Meeting*, "Can Decision Trees and Other Data mining Methods Assist in Auditors' Going-Concern Evaluations?", Washington D.C, USA, August 2006.
39. *The Western Australia Chapter of IEEE Computational Intelligence Society and Edith Cowan University*, "Data Mining Methods for Business, Ergonomics, Health, and Science Applications", Perth, Australia, March 2007. (**Invited**).
40. *The 2007 Meeting of Southeast Region of the American Accounting Association*, "Use of a Decision Tree as a Potential Tool for Farm Service Administration Lending Decisions: A Research Note", Atlanta, Georgia, USA, May 2007.
41. *School of Computer and Electrical Engineering, University of Alberta*, "Neuro-Fuzzy Approaches to Manufacturing and Business Applications", Edmonton, Canada, June 2007. (**Invited**).
42. *American Real Estate Society 25th Annual Meeting*, "Assessment of Real Estate Property Value: A Comparative Study", Monterey, California, USA, April 1-4, 2009.

43. *The 7th World Congress on Health Economics*, "A Comparison of Parametric and Non-parametric Methods to Estimate the Costs of Obesity", Beijing, China, July 12-15, 2009.
44. *The 43rd Hawaii International Conference on System Sciences (HICSS'43)*, "Could Decision Trees Improve the Classification Accuracy and Interpretability of Loan Granting Decisions?", Kauai, Hawaii, USA, January 5-8, 2010.
45. *The 10th International Conference on Artificial Intelligence and Soft Computing (ICAISC 2010)*, "Performance Assessment of Data Mining Methods for Loan Granting Decisions: A Preliminary Study", Zakopane, Poland, June 14-17, 2010.
46. *The 44th Hawaii International Conference on System Sciences (HICSS'44)*, "Comparisons of the Performance of Computational Intelligence Methods for Loan Granting Decisions", Kauai, Hawaii, USA, January 4-7, 2011.
47. *The AIDIS International Conference on Information Systems*, "Are Decision Trees the Best Tool for Improvement of the Classification Accuracy Rates and Interpretability of Loan Granting Decisions?", Avila, Spain, March 11-13, 2011.
48. *The 45th Hawaii International Conference on System Sciences (HICSS'45)*, "Predicting the Risk of Low Back Disorders Due to Manual Handling Tasks", Maui, Hawaii, USA, January 4-7, 2012.
49. *The 46th Hawaii International Conference on System Sciences (HICSS'46)*, "A Fuzzy Neural Approach to Classifying Low Back Disorders Risks", Maui, Hawaii, USA, January 7-10, 2013.
50. *The 7th China Summer Workshop on Information Management (CSWIM 2013)*, "Human Factors Identification in Aviation Incidents Using Topic Mining", Tianjin, China, June 29-30, 2013.
51. *The 47th Hawaii International Conference on System Sciences (HICSS'47)*, "A Neuro-fuzzy Approach to Bad Debt Recovery in Healthcare", Big Island, Hawaii, USA, January 6-9, 2014.
52. *The International Workshop of Information Technology and Internet Finance*, "Improving Performance of Classification Models with Textual Data", Chengdu, China, June 25, 2014.
53. *The 48th Hawaii International Conference on System Sciences (HICSS'48)*, "A Neuro-fuzzy System with Semi-supervised Learning for Bad Debt Recovery in the Healthcare Industry", Kauai, Hawaii, USA, January 5-8, 2015.
54. *The 2015 Asia-Pacific Conference on Computer Aided System Engineering (APCASE' 2015)*, "Cost-Sensitive Learning for Imbalanced Bad Debt Datasets in Healthcare Industry", Quito, Ecuador, July 14-16, 2015.
55. *The 49th Hawaii International Conference on System Sciences (HICSS'49)*, "A Bayesian Network Approach to Classifying Bad Debt in Hospitals", Kauai, Hawaii, USA, January 5-8, 2016.
56. *The 50th Hawaii International Conference on System Sciences (HICSS'50)*, "Identification of Human Factors in Aviation Incidents Using a Data Stream Approach", Big Island, Hawaii, USA, January 4-7, 2017.
57. *The 11th China Summer Workshop on Information Management (CSWIM 2017)*, "Improving Prediction Models for Mass Assessment: A Data Stream Approach", Nanjing, China, June 24-25, 2017 (poster).

Ph.D. DISSERTATION COMMITTEES AND THESIS EXAMINER

1. Ph.D. Dissertation Committee, Member, *A Model for Mining Distributed Frequent Sequences*, Maha Mohamed Soliman, Computer Science Engineering, J.B. Speed Engineering School, University of Louisville, Louisville, KY, USA, (2004-2005).
2. Ph.D. Dissertation Committee, Member, *CCFDP: Collaborative Click Fraud Detection and Prevention System*, Li Ge, Computer Science Engineering, J.B. Speed Engineering School, University of Louisville, Louisville, KY, USA, (2005-2007).
3. Ph.D. Dissertation Committee, Member, *Examination, Properties, and Algorithms for Maximal Outerplanar Graphs*, Benjamin Allgeier, Department of Mathematics, College of Arts and Sciences, University of Louisville, Louisville, KY,

USA, (2007-2008).

4. Ph.D. Thesis, Examiner, *Spatial Indexing for Creating Company Profiles*, Agata Filipowska, Macquarie University, Melbourne, Australia, 2010.
5. Ph.D. Dissertation Committee, Member, *A Reduced Labeled Samples (RLS) Framework for Classification of Imbalanced Concept-Drifting Streaming Data*, Elaheh Arabmakki, Computer Science Engineering, J.B. Speed Engineering School, University of Louisville, Louisville, KY, USA, (2014-2016).

GRANT PROPOSALS FUNDED

1. \$13,500, Principal Investigator, U.S. Army, Directorate of Force Development, Fort Knox, Kentucky. Project title: "Assistance in Management of the Army Research Laboratory Effort Concerning a Constructive Simulation Modeling of Task and Workload Analysis of Battalion and Brigade Command Posts", Summer 1996.
2. \$4,000, Principal Investigator, The Intramural Research Incentive Grant, Vice President for Research, University of Louisville, Louisville, Kentucky. Project title: "Knowledge Discovery Using Neural Networks and Fuzzy Logic - Predicting Financial Performance of Firms", December 1998.
3. \$2,800, Principal co-investigator, The College of Business Continuous Improvement Grant, University of Louisville, "Web-based Assisted Learning of the Database Design Course", June 2001.
4. \$16,000, Principal investigator, Summer Research Grant, College of Business, University of Louisville, Louisville, KY, Project title: "The Effect of Human Factors Issues in Aviation Safety Incident Reports", Summer 2008.
5. \$16,000, Principal investigator, Summer Research Grant, College of Business, University of Louisville, Louisville, KY, Project title: "Neuro-fuzzy Systems for Real Estate Property Valuation", Summer 2010.
6. \$7,000, Principal investigator, Summer Research Grant, College of Business, University of Louisville, Louisville, KY, Project title: "Investigation of the Influence of Human Factors Issues in Voluntarily Submitted Aviation Safety Incident Reports", Summer 2012.
7. \$8,000, Principal investigator, Summer Research Grant, College of Business, University of Louisville, Louisville, KY, Project title: "A Neuro-Fuzzy Approach to Classifying Work Related Low Back Disorders Risks Due to Manual Material Handling Tasks", Summer 2013.
8. \$16,000, Principal investigator, Summer Research Grant, College of Business, University of Louisville, Louisville, KY, Project title: "An Innovative Approach to Market Segmentation for Improved Price Prediction", Summer 2014.
9. \$16,000, Principal investigator, Summer Research Grant, College of Business, University of Louisville, Louisville, KY, Project title: "An Investigation of the Performance of Computational Intelligence and Soft Computing Methods for Bad Debt Recovery in the Healthcare Industry", Summer 2015.
10. \$8,000, Principal investigator, Summer Research Grant, College of Business, University of Louisville, Louisville, KY, Project title: "A Bayesian Network Approach to Classifying Bad Debt in Hospitals", Summer 2016.
11. \$8,000, Principal investigator, Summer Research Grant, College of Business, University of Louisville, Louisville, KY, Project title: "Predicting Adverse Events Based on Infrastructure Spending in an Active Theater of War Using Advanced Data Mining Techniques", Summer 2017.

TEACHING

Semester Courses Taught:

1. Data Mining and Knowledge Discovery in Databases (DM/KDD)
2. Artificial Intelligence and Exploration of Business Data
3. Infrastructure Technologies
4. Database Design
5. Computer Architecture and Operating Systems
6. Business Data Communications
7. Introduction to Cryptography
8. Programming Languages: C++, C, SAS (Statistical Analysis System), COBOL, FORTRAN, and BASIC
9. Microcomputer Applications

10. Computer Information Systems
11. Applied Statistics for the Information Sciences
12. Data and File Structures
13. Advanced Programming and Computational Methods
14. Numerical Analysis
15. Introduction to Computers
16. Algorithms and Programming in Research
17. Supervised Students' Independent Studies

Short Courses Taught (1-2 days):

1. Beginning & Advanced SAS
2. SAS Graphics
3. Database Management for Researchers

INSTRUCTIONAL MATERIALS

1. Zurada, J., 1993, "FORTRAN Programs in VM/CMS Environment", *University of Louisville Printing and Publication Services*, Louisville, KY, Course Pack, 51 pages.
2. Srinivasan, S., and Zurada, J., 1996, "Modern Cobol – A True Business Perspective", *GrayBookstore*, Louisville, KY, Course Pack, 430 pages.

PROFESSIONAL ACTIVITIES & MEMBERSHIPS

SERVED ON CONFERENCE PROGRAM COMMITTEES/REVIEWED PAPERS

1. The Annual Conferences on Information Systems Development (ISD'1997 through ISD'2014). These 18 conferences were held in Gdansk, Poland; Boise, ID, USA; Bled, Slovenia; London, England; Riga, Latvia; Vilnius, Lithuania; Kristiansand, Norway; Melbourne, Australia; Budapest, Hungary; Galway, Ireland; Nanchang, China; Berlin, Germany; Prague, Czech Republic.
2. The annual/biennial Conferences on Business Information Systems (BIS'1998 through BIS'2016). These 18 conferences were held in Colorado Springs, CO, USA; Poznan, Poland; Innsbruck, Austria; Vilnius, Lithuania, and Cyprus to name a few.
3. Federated Conference on Computer Science and Information Systems (FedCSIS'2013-FedCSIS'2016). These 4 conferences were held in Cracow, Warsaw, Lodz, and Gdansk; Poland.
4. The 15th Americas Conference on Information Systems (AMCIS'2009), San Francisco, CA, USA, August 2009.
5. The International Conference on Information Systems (ICIS'2009), Phoenix, Arizona, USA, December 2009.
6. The 13th International Conference on Information Processing and Management of Uncertainty in Knowledge-Based Systems, Dortmund, Germany, June-July, 2010.
7. The 5th, 6th, 8th, and 9th International Conferences on Databases and Information Systems (BALT'2002, BALT'2004, BALT'2008, and BALT'2010). These 4 conferences were held in Tallinn, Estonia; Riga, Latvia; and Vilnius, Lithuania.
8. The International Conferences on Machine Learning and Applications (ICMLA'2004, Louisville, KY, USA; ICMLA'2005, Los Angeles, CA, USA).
9. International Workshops on Flexible Database and Information Systems Technology (FlexDBIST'2006, Cracow, Poland; FlexDBIST'2009, Linz, Austria).
10. International Multiconference on Computer Science and Information Technology, October 2010, Wisła, Poland.
11. The 40th, 44th, and 45th Hawaii International Conferences on Systems Science (HICCS'2007, HICSS'2011, HICSS'2012). These conferences were held in Hawaii, USA.
12. ICT Management for Global Competitiveness and Economic Growth in Emerging Economies 2012 Conference, September, 2012, Wroclaw, Poland.

CHAired CONFERENCE SESSIONS/MINITRACKS

1. The Human Aspects of Advanced Manufacturing and Hybrid Automation Conference (HAAMAHA'1996), Maui,

Hawaii, August 1996.

2. The Information Systems Development Conference (ISD'1997), Boise, Idaho, August 1997.
3. The Information Systems Development Conference (ISD'1998), Bled, Slovenia, September 1998.
4. The Information Systems Development Conference (ISD'2000), Kristiansand, Norway, August 2000.
5. The 5th Baltic International Conference on Databases and Information Systems (BALT'2002), Tallinn, Estonia, June 2002.
6. The 9th International Conference on Neural Information Processing (ICONIP'2002), Singapore, November 2002.
7. The AIDIS International Conference on Information Systems, *Information Management Minitrack*, Avila, Spain, March 2011.
8. The 49th Hawaii International Conference on System Sciences, *Streaming Data Analytics and Applications Minitrack*, Kauai, Hawaii, USA, January 2016.
9. The 50th Hawaii International Conference on System Sciences, *Streaming Data Analytics and Applications Minitrack*, Kauai, Hawaii, USA, January 2017.

JOURNAL PAPER REVIEWS

1. *IEEE Transactions on Neural Networks*
2. *Fuzzy Sets and Systems*
3. *Neural Computing and Applications*
4. *Decision Support Systems*
5. *Expert Systems with Applications*
6. *Simulation Modeling Practice and Theory*
7. *Information & Management*
8. *European Journal of Operational Research*
9. *Theoretical Issues in Ergonomics Science*
10. *Journal of Electronic Commerce Research*
11. *Journal of Environmental Management*
12. *Human Factors and Ergonomics in Manufacturing*
13. *Journal of Research and Practice in Information Technology*
14. *Information Systems Management*

BOOK REVIEWS

1. *Modular FORTRAN*, G. Bronson, Scott/Jones, Inc., Publishers, 1995.
2. *The Architecture of Computer Hardware and Systems Software*, I. Englander, 2nd edition, J. Wiley & Sons, 1997
3. *SAS Applications Programming: A Gentle Introduction*, F. Dilorio, Boston, MA: PWSKENT Publishing Company, 1991.
4. *Operating Systems: A Systematic View*, W.S. Davis and T. M. Rajkumar, 5th edition, 2001, Addison/Wesley.
5. *Database Management with Web Site Development Applications*, G. Riccardi, 2004, Addison-Wesley.
6. *Introduction to Business Data Mining*, D. Olson and Y. Shi, 2006, McGraw-Hill.
7. *Introduction to Statistics and Probability* (in Polish), T. Gorecki, 2006, Publisher was not determined then.
8. *The Architecture of Computer Hardware and Systems Software*, I. Englander, 3rd edition, 2001, John Wiley & Sons.
9. *The Architecture of Computer Hardware and Systems Software*, I. Englander, 4th edition, 2009, John Wiley & Sons.
10. *Data Mining: Concepts, Models, Methods & Algorithms*, M. Kantardzic, IEEE Press/Wiley, 2011.

GRANT PROPOSAL REVIEWS

1. *National Science Foundation (NSF), 2004, Washington, USA.*
2. *School of Computing, National University of Singapore, 2005, Singapore.*

PROFESSIONAL ORGANIZATIONS

1. Member of the Institute of Electrical and Electronics Engineers (IEEE), since 1992.

2. Member of the Association for Computing Machinery (ACM).

SERVICE (DEPARTMENT, SCHOOL, UNIVERSITY, COMMUNITY)

1. College of Business Award and Scholarship Committee (Spring 2017 – now).
2. Faculty Search Committee, Computer Information Systems Department (2011-2012).
3. College of Business Research Committee (2006 - 2010).
4. College of Business Undergraduate Curriculum Committee (2010 – 2016).
5. Committee for High Performance Computing (HPC), University of Louisville (2009-2010).
6. The Greater Louisville Inc., The Metro Chamber of Commerce, Louisville, KY, USA. Top TeN Awards Committee Member (2006).
7. College of Business Grievance Committee (2005).
8. College of Business Personnel Committee (2000-2004).
9. College of Business Recruitment and Retention Committee (Fall 2004 – Spring 2005).
10. College of Business International Officer, University of Louisville (1997-1999).
11. Member of the Faculty Search Committee, Computer Information Systems Department (1998-2000).
12. Member of the University of Louisville Provost Advisory Committee for International Affairs (1997-1999).
13. Computer Information Systems Department Co-op Faculty Coordinator (1996-1999).
14. Students' and Part-time Teachers' Mentor (1990-1995).
15. Member of the Athens, San Salvador, Singapore, and Hong Kong International MBA Programs Team (1996-2000).
16. Computer Information Systems Department Computer Lab Coordinator (1990-96).
17. Liaison between Information Technology and the Information Science and Data Processing Office (1990-1994).

HONORS, AWARDS, AND LICENSES

1. Distinguished Research and Development Award from the International Association of Assessing Officers for the paper by Zurada, J., A. S. Levitan and J. Guan, 2011, "A Comparison of Regression and Artificial Intelligence Methods in a Mass Appraisal Context", *Journal of Real Estate Research*, 33(3), 349-387.
2. The University of Louisville College of Business Faculty Excellence Award, 1998.
3. The University of Louisville Nomination for the Conference of Southern Graduate Schools 1998 Achievement Award for New Scholars, 1997.
4. School of Business Outstanding Scholarship Award, University of Louisville, 1996.
5. Gdansk University President's Award for developing the software package for computer-aided instruction (1981).
6. Designer of Software Systems License, awarded in 1979 by the Chief Chamber of Technology, Gdansk, Poland
7. Gdansk University President's Award for contribution to university's sponsored research (1975, 1978).

PERSONAL

Status: married, 1 child, U.S. citizen (naturalized), Polish citizen (by birth)

Languages: Polish (native)

Hobbies: bridge, basketball, soccer

REFERENCES AVAILABE UPON REQUEST