

VITA

Surinder S. Kahai

ADDRESS

School of Management, State University of New York at Binghamton, Binghamton, NY 13902;
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EDUCATION

the university of michigan, Ann Arbor, Michigan

Ph.D. in Computer & Information Systems, School of Business Administration, August 1993

rutgers university, New Brunswick, New Jersey.

M.S. in Chemical Engineering, School of Engineering, October 1985

the indian institute of technology, Bombay, India.

B. Tech. in Chemical Engineering, July 1984

WORK EXPERIENCE

state university of new york at binghamton, Binghamton, NY

9/99 to current: Assoc. Prof. of MIS, School of Management

9/93 to 6/99: Asst. Prof. of MIS, School of Management

9/91 to 8/93: Visiting Lecturer, School of Management

the university of michigan, Ann Arbor, Michigan

9/85 to 8/91: Graduate Assistant, School of Business

7/88 to 8/91: Community Manager, Family Housing

rutgers university, New Brunswick, New Jersey

9/84 to 8/85: Teaching Assistant

AFFILIATIONS

Fellow at the Center for Leadership Studies at SUNY-Binghamton

Core Competency Advisor (for e-leadership) at International Academy for Advanced Decision Support at
College of Information Science and Technology, The University of Nebraska at Omaha

BLOG

Leading Virtually: <http://www.leadingvirtually.com>

RESEARCH

Research Interests

Computer-mediated communication, with emphasis on:

e-leadership or technology-mediated leadership

Virtual teams and organizations

Learning/education
Virtual worlds and their collaboration and educational uses
Social networking technology and its impact on building social capital
Ambidextrous (explorative & exploitative) behavior via computer-mediated communication technology
Information Technology Leadership

Journal Articles

- Avolio, B. J., Sosik, J.J., Kahai, S. S., Bradford, B. (2014). E-Leadership: Re-examining transformations in leadership source and transmission. Leadership Quarterly, 25(1), 105-131.
- Kahai, S., Jestice, R. & Huang, R. (2013). Effects of transformational and transactional leadership on cognitive effort and outcomes during collaborative learning within a virtual world. British Journal of Educational Technology, 44(6), 969-985.
- Kahai, S., Huang, R., & Jestice, R. (2012). Interaction effect of leadership and communication media on feedback positivity in virtual teams. Group & Organization Management, 37(6), 716-751.
- Palanski, M. E., Kahai, S. S., & Yammarino, F. J. (2011). Team virtues and performance: An examination of transparency, behavioral integrity, and trust. Journal of Business Ethics, 99(2), 201-216.
- Huang, R., Kahai, S., & Jestice, R. (2010). The contingent effects of leadership on team collaboration in virtual teams. Computers in Human Behavior, 26(5), 1098-1110.
- Lee, J., Kahai, S.S., Kim, Y.J., and Kim, B. B. (2009). Toward intelligent business integration: The semantic web, Issues in Information Systems, 10(2), 400-406.
- Kahai, S. (2009). Anonymity and counter-normative arguments in computer-mediated discussions. Group & Organization Management, 34(4), 449-478.
- Sosik, J., Kahai, S., & Piovoso, M. (2009). Silver bullet or voodoo statistics? A primer for using the partial least squares data analytic technique in group and organization research. Group & Organization Management, 34(1), 5-36.
- Kahai, S., Carroll, E., & Jestice, R. (2007). Team collaboration in virtual worlds. The Database for Advances in Information Systems, 38(4), 61-68.
- Kahai, S., Fjermestad, J., Zhang, S., & Avolio, B. (2007). Leadership in virtual teams: Past, Present, and Future. International Journal of e-Collaboration, 3(1), i-ix.
- Kahai, S. & Avolio, B. (2006). Leadership style, anonymity, and the discussion of an ethical issue in an electronic context. International Journal of e-Collaboration, 2(2), 1-26.
- Kahai, S, Sosik, J, & Avolio, B. (2004). Effects of participative and directive leadership in electronic groups. Groups & Organization Management, 29(1), 67-105.
- Kahai, S. & Cooper, R. (2003). Exploring the core concepts of media richness theory: The impact of cue multiplicity and feedback immediacy on decision quality. Journal of Management Information Systems, 20(1), 263-299.

- Kahai, S. S., Sosik, J. J., & Avolio, B. J. (2003). Effects of leadership style, anonymity, and rewards on creativity-relevant processes and outcomes in an electronic meeting system context. The Leadership Quarterly, *14*(4-5), 499-524.
- Avolio, B., & Kahai, S. (2003). Adding the “e” to e-leadership: How it may impact your leadership. Organizational Dynamics, *31*(4), 325-338.
- Avolio, B., Kahai, S., & Dodge, G. (2000). E-leadership: Implications for theory, research, and practice. The Leadership Quarterly, *11*(4), 615-668.
- Kahai, S. & Cooper, R. A. (1999). The effect of computer-mediated communication on agreement and acceptance. Journal of Management Information Systems, *16*(1), 165-188.
- Sosik, J. Kahai, S., & Avolio, B. (1999). Leadership style, anonymity, and creativity in group decision support systems: The mediating role of optimal flow. Journal of Creative Behavior, *33*(4), 227-256.
- Kahai, S., Avolio, B., & Sosik, J. (1998). Effects of source and participant anonymity and initial difference in opinions in an EMS context. Decision Sciences, *29*(2), 427-460.
- Kahai, S., Solieri, S., & Felo, A. (1998). The effects of behavioral involvement, familiarity, and framing on the illusion of control during decision support system use. Decision Support Systems, *23*(2), 133-148.
- Sosik, J., Avolio, B., Kahai, S., & Jung, D. (1998). Transformational leadership, anonymity, and task interdependence: An ecology for inspiring potency and effectiveness in computer-supported work groups. Computers in Human Behavior, *14*(3), 491-511.
- Sosik, J., Kahai, S., & Avolio, B. (1998). Transformational leadership and dimensions of creativity: Motivating idea generation in computer-mediated groups. Creativity Research Journal, *11*(2), 111-121.
- Sosik, J., Avolio, B., & Kahai, S. (1998). Inspiring group creativity: Comparing anonymous and identified electronic brainstorming. Small Group Research, *29*(1), 3-31.
- Kahai, S., Sosik, J., & Avolio, B. (1997). Effects of leadership style and problem structure on work group process and outcomes in an electronic meeting system environment. Personnel Psychology, *50*, 121-146.
- Sosik, J., Avolio, B., & Kahai, S. (1997). Effects of leadership style and anonymity on group potency and effectiveness in a GDSS environment. The Journal of Applied Psychology, *82*(1), 89-103.

Manuscripts Under Review

- Serban, A., Yammarino, F. J., Dionne, S. D., Kahai, S. S., Hao, C., McHugh, K. A., Sotak, K. A., Mushore, A. B. R., Friedrich, T., Peterson, D. R. Leadership emergence in face-to-face and virtual teams: A multi-level model with agent-based simulations, quasi-experimental and experimental tests. Invited by Leadership Quarterly to revise and resubmit.
- Kahai, S. S., Huang, R., & Jestice, R. Antecedents and consequences of cognitive effort during collaboration in a virtual world. Submitted to Journal of the AIS.

Research Grants

NSF Grant

Collaborative Research: Examining e-leadership in global virtual teams through a longitudinal assessment of the formation of trust, potency, commitment and performance in Unisys. NSF research grant with B. Avolio & J. Sosik, January 2002.

Research Grants Under Review

Evaluation of the Virtual Advanced Placement Program in New York State. Grant application (for approx. \$.5M submitted to the Institute of Education Sciences (IES) with P. Sandoval, K. Moorhead, C. Beth Burch, N. Fenty, Q. Yu, A. Blaine, T. Das, P. Brunner.

Book Chapters

Kahai, S. (2013). Leading in a digital age: What's different, issues raised, and what we know. In Bligh, M.C. and Riggio, R. (Eds.), When Near is Far and Far is Near: Exploring Distance in Leader-Follower Relationships (pp. 63-108), New York, NY: Taylor & Francis/Routledge Publishing.

Kahai, S., & Avolio, B. (2009). E-leadership. In Hickman, G. R. (Ed.), Leading Organizations: Perspectives for a New Era, SAGE. (chapter is reprint of chapter by the same name in the Encyclopedia of Leadership)

Kahai, S. & Avolio, B. (2008). Leadership style, anonymity, and the discussion of an ethical issue in an electronic context. In Nemati, H. (Ed.), Information Security and Ethics: Concepts, Methodologies, Tools, and Applications, Hershey, PA: Information Science Reference. (chapter is reprint of journal article listed under 'Journal Publications' with the same title)

Kahai, S. & Avolio, B. (2007). Effects of leadership style and anonymity on arguments and intentions related to acting unethically. In Kock, N. (Ed.), E-Collaboration in Modern Organizations: Initiating and Managing Distributed Projects (Advances in e-Collaboration Series: Volume 2), Hershey, PA: Idea Group Inc.

Kahai, S. & Avolio, B. (2007). Effects of leadership style and anonymity on the discussion of an ethical issue in an EMS context. In Weisband, S. (Ed.), Leadership at a Distance: Research in Technologically Supported Work, Mahwah, NJ: Lawrence Erlbaum Publishers, Inc.

Kahai, S., & Avolio, B. (2004). E-leadership. In Burns, J. M. (Ed.), Encyclopedia of Leadership. Great Barrington, MA: Berkshire Publishing Group.

Avolio, B., & Kahai, S. (2003). Placing the "e" in e-leadership: Minor tweak or fundamental change? In Murphy, S. & Riggio, E. (Eds.), The Future of Leadership Development, Mahwah, NJ: Lawrence Erlbaum Publishers, Inc

Berson, Y., Avolio, B., & Kahai, S. (2003). Level specification: using triangulation in a grounded theory approach to construct validation. In Yammarino, F. J. & F. Dansereau (Eds.) Research in Multi-Level Issues (Vol. II). Oxford, UK: Elsevier Science.

Avolio, B., Kahai, S., Dum Dum. R., & Sivasubramaniam, N. (2001). Virtual teams: Implications for e-leadership and team development. London, M. (Ed.), How People Evaluate Others in Organizations: Person Perception and Interpersonal Judgment in I/O Psychology, Mahwah, NJ: Lawrence Erlbaum, Publishers, Inc.

Published Papers In Conference Proceedings

Jestice, R. J., & Kahai, S. The Effectiveness of Virtual Worlds for Education: An Empirical Study. AMCIS 2010 Proceedings, Paper 512. <http://aisel.aisnet.org/amcis2010/512>.

Huang, R., Jestice, R., and Kahai, S. Virtual world collaboration and leadership: Effects on team process and outcomes. Mardi Gras 2009 Proceedings, Paper 14. <http://aisel.aisnet.org/mg2009/14>.

Sosik, J, Avolio, B., Kahai, S., & Jung, D. Transformational leadership, anonymity, and task interdependence: An ecology for inspiring potency and effectiveness in computer-supported work groups. Proceedings of the Institute of Behavioral and Applied Management Conference, 1997 (chosen as Best Paper).

Kahai, S and Cooper, R. The design of computer based support for task communication in organizations. In DeGross, J., Alavi, M., & Opelland, H. (Eds.), Proceedings of the Eleventh International Conference on Information Systems, pp. 25-35, 1990.

Kahai, S., Avolio, B., & Sosik, J. Meeting impacts of two types of ems anonymity and initial difference in opinions. In DeGross, J., Ariav, G., Beath, C., Hoyer, R. and Kemerer, C. (Eds.), Proceedings of the Sixteenth International Conference on Information Systems, pp. 81-91, 1995.

Kahai, S., Avolio, B., & Sosik, J. Effects of anonymity, rewards, and leadership style on participation in an EMS context. In Aubert, B (Ed.), Proceedings of the Annual Meeting of the Administrative Sciences Association of Canada, pp. 15-24, 1996.

Conference Paper Acceptances & Presentations

Kahai, S., Sosik, J., Avolio, B. Effects of transformational leadership and media on collaboration and performance in virtual teams. Paper presented at the Academy of Management Conference, Orlando, FL, August 2013.

Serban, A., Yammarino, F., Dionne, S., Kahai, S., Shirreffs. Testing leadership and team performance in face-to-face and virtual teams. Paper presented at SIOP, Houston, TX, April 2013.

Kahai, S., Huang, R., & Jestice, R. Antecedents and consequences of cognitive effort during collaboration in a virtual world. Paper presented at the Academy of Management Conference, San Antonio, TX, August 2011.

Jestice, R., Kahai, S., & Huang, R., Online identity and its effects in computer mediated communication. Paper presented at the Academy of Management Conference, Chicago, Illinois, August 2009.

Kahai, S., Jestice, R., Carroll, E., & Huang, R., Team collaboration in virtual worlds: Results from two studies. Paper presented at the Academy of Management Conference, Anaheim, California, August 2008.

Kahai, S., Carroll, E., & Jestice, R. Leading virtual teams in virtual worlds: A seven-year research agenda. Conference on the Economics and Business of Second Life and Virtual Worlds (organized by the Columbia Institute for Tele-Information and the Conference Board), New York, NY, June 15, 2007.

Eom, M, & Kahai, S. Integrated model of IS leadership, strategy, and IS unit performance. AIS (Association of Information Systems) Special Interest Group on IS Leadership, Athens, GA, April

17, 2004.

Kahai, S., & Avolio, B. Leadership, anonymity, and discussion of an ethical issue in electronic groups. Paper presented in a Symposium titled "E-Leadership: Diverse Perspectives on Leadership at a Distance" at the Nineteenth Annual Conference of the Society for Industrial and Organizational Psychology, 2004, Chicago, IL, April 2-3, 2004.

Kahai, S., & Avolio, B. Effects of leadership style and anonymity on the discussion of an ethical issue in an EMS context. Distant Leaders Workshop, Scottsdale, AZ, October 19-22, 2001.

Kahai, S., Sosik, J., & Avolio, B. Effects of Leadership style, anonymity, and rewards in an electronic meeting system environment. The Academy of Management Conference (Organizational Communication and Information Systems Division), Boston, August 1997.

Sosik, J., Avolio, B., Kahai, S., & Jung, D. Effects of leadership style, anonymity, and group type on group potency and effectiveness in a group decision support system environment. The Academy of Management Conference (Organizational Communication and Information Systems Division), Cincinnati, August 1996.

Sosik, J., Avolio, B., Kahai, S., Jung, D., & Tirmizi, A. Leadership and group creativity: influencing gdss process and outcomes. Eleventh Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, May 1996.

Kahai, S. and Cooper, R. The impact of nonverbal cues on decision quality in computer-mediated communication. The Academy of Management Conference (Organizational Communication & Information Systems Division's Best Papers Session), Vancouver, August 1995.

Kahai, S., Sosik, J., & Avolio, B. Leadership and task structure impacts on process and outcomes in an ems environment. The Academy of Management Conference (Organizational Communication & Information Systems Division), Vancouver, August 1995.

Sosik, J., Kahai, S., Avolio, B., & Jung, D. Transformational and transactional leadership in electronic meeting system environment. Tenth Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, 1995.

Sosik, J., Kahai, S., & Avolio, B. Impact of leadership style and task type in a GDSS environment. The Ninth Annual Conference of the Society for Industrial and Organizational Psychology, Memphis, 1994.

Symposia & Workshop Presentations

Eom, M. & Kahai, S. The impact of IS leadership on IS alignment. Presented at the Society of Information Management Workshop, Montreal, Canada, December 8, 2007.

Kahai, S., Avolio, B., Sosik, J. Leadership, anonymity and opinion change in electronic groups. Presented in Symposium on "Formal and Shared Leadership in Virtual Teams", Academy of Management Conference, Hawaii, HI, August 7-10, 2005.

Kahai, S. and Avolio, B. Leadership, anonymity, and discussion of an ethical issue in electronic groups. Presented in Symposium titled "E-Leadership: Diverse Perspectives on Leadership at a Distance" at the Nineteenth Annual Conference of the Society for

Industrial and Organizational Psychology, Chicago, IL, April 2-3, 2004.

Avolio, B & Kahai, S. Changing the nervous systems of organizations: Enabling leadership to enable advanced information technology. Presented in Symposium on Organizations Online: Harnessing the Power of Advanced Information Technology, Academy of Management Conference, 2001.

Avolio, B & Kahai, S. E-leadership: What is it and how will it impact how we study and practice leadership. Presented in Symposium on New Directions for Leadership Theory and Research at the Sixteenth Annual Conference of the Society for Industrial and Organizational Psychology, 2001.

Essays

Kahai, S. (2000). Challenges of the cyber-workplace. Binghamton Alumni Journal, 8(1), 12.

Avolio, B. & Kahai, S. (2000). Please Leave the "e" in e-leadership. CIO, http://www.cio.com/archive/090100_lead_sidebar1.html.

Manuscripts at Various Stages of Preparation

- Media effects on social capital in social networks (with Yu Lei & Ashley Weeks)
- IT leadership and strategy execution (with M. Eom and R. Huang).
- Full range model of CIO leadership (with M. Eom & R. Huang).
- Achieving IT-business alignment through transformational CIO leadership (with M. Eom).
- Effects of leadership style and group rewards in technology-mediated cooperative learning (with R. Kwok).
- CIO leadership and its effect on IT-business alignment (with M. Eom and A. Yayla).
- Critical success factors in the implementation of enterprise systems (with B. Avolio).

Research Workshops

Collaboration in Virtual Worlds: What to Study and How. Professional Development Workshop, Organizational Communication & Information Systems Division of Academy of Management, Anaheim, CA, August 2008.

Networking of Organizational Behavior and Information Systems Researchers to Better Understand Information Systems in Organizations. Professional Development Workshop, OB Division of Academy of Management, Denver, CO, August 2002.

Research-in-Progress

Determinants and Consequences of IM use for Knowledge Acquisition (with S. Nyoung Baek)

Collaboration in Virtual Worlds (with E. Carroll, R. Huang, & R. Jestice)

Leadership Training in Virtual Worlds (with R. Jestice)

Learning in Virtual Worlds (with R. Jestice)

CIO Leadership and IS Unit Performance (with M. Eom)

Leadership, Anonymity, and Opinion Change in Electronic Groups (with J. Sosik & B. Avolio)

Controlled Comparison of Partially Computer-Mediated Learning and Traditional Learning in MBA Education – Study # 1 (with Y. J. Kim)

Controlled Comparison of Partially Computer-Mediated Learning and Traditional Learning in MBA Education – Study # 2 (solo effort)

Virtual Team Leadership (with B. Avolio and J. Sosik)

Best Paper Awards

Best 'macro' paper published in *Group & Organization Management*, 2009:

Sosik, J., Kahai, S., & Piovoso, M. (2009). Silver bullet or voodoo statistics? A primer for using the partial least squares data analytic technique in group and organization research. *Group & Organization Management*, 34(1), 5-36.

Best conference paper, Institute of Behavioral and Applied Management Conference, 1997:

Sosik, J, Avolio, B., Kahai, S., & Jung, D. Transformational leadership, anonymity, and task interdependence: An ecology for inspiring potency and effectiveness in computer-supported work groups. *Proceedings of the Institute of Behavioral and Applied Management Conference*, 1997.

Other Research Awards

Coming Research Award, School of Management, SUNY-Binghamton, 1999-2000.

Faculty Research Grants, School of Management, State University of New York, Binghamton, 1993 to 1999.

Center for Telecommunications Management (University of Southern California) Award for dissertation research, 1989.

TEACHING

Courses taught and Teaching Interests

Virtual Team Leadership

IT Leadership

IT for Business Leaders

Introduction to Management Information Systems

Projects in Information Systems

Web Application Development

E-commerce

Advanced Technology

Business Data Communications

MIS Doctoral Seminar

Doctoral Research Methods Seminar

Group Support Systems
Psychology Laboratory

Doctoral Program Involvement Binghamton University

Dissertation Chair of Mike Eom, Rebecca Jestice, and Seung Nyoung Baek

Member of comprehensives/dissertation committees of Andra Serban, Deniz Dalman, Mike Palanski, Elizabeth Carroll, Mike Eom, John Garger, John Sosik, Minh Hyunh, Sandi Dinger, Yair Berson, John Garger, Jae-Uk Chun, & Christie Kennedy, School of Management, Binghamton University.

Member of dissertation committee of Reza Hemayati, Watson School of Engineering, Binghamton University.

External

Dissertation committee member of Suling Zhang, New Jersey Institute of Technology.

Executive Education & Program-Related Teaching Courses

Management Information Systems

Advanced Technology

E-business

Programs

SUNY-Binghamton Professional MBA Program (New York City)

SUNY-Binghamton Executive MBA Program at Lockheed-Martin, Owego, NY

SUNY-Binghamton High Tech Executive MBA program.

SUNY-Binghamton Executive MBA for Healthcare Professionals

Advanced Certificate Programme in Arts and Entertainment Management at The Chinese University of Hong Kong (offered jointly with SUNY-Binghamton)

Online learning Materials Authored

Authored and prepared multi-media computer mediated learning modules for “Virtual Team Leadership”. These modules have been made available to virtual team leaders in the Binghamton area and globally (see <http://leadingvirtually.com/nsf/index.htm>).

Authored and prepared multi-media computer mediated learning modules for students of “Introduction to Management Information Systems” in the Executive MBA and the MBA program, SUNY-Binghamton.

Co-instructor in a distance-learning course to deliver management and business skills to Bulgarian Professionals for electronic commerce in the European Union.

Teaching Materials Authored

Tutorial on advanced HTML, 1997

Tutorial on introduction to HTML, 1995

Advanced dBase III+ tutorial, 1991

Tutorial on advanced Lotus 1-2-3 features for decision making, 1991

Teaching Awards

State University of New York Chancellor's Award for Teaching Excellence, 2002-2003 (SUNY system-wide award)

School of Management (SUNY-Binghamton) Teaching Award, 2006-2007

Most dedicated Professor of the Year, School of Management, 2003-2004

Professor of the Year, School of Management, SUNY-Binghamton

2009-2010

2002-2003

2001-2002

1998-1999

1992-1993

Dykstra Award for Excellence in Teaching, School of Business Administration, University of Michigan, 1989

SERVICE

Editorship

Organizational Dynamics

Co-edited special issue on e-leadership with B. Avolio (Vol. 31, Issue 4)

International Journal of e-Collaboration

Co-edited a special issue on Leadership in Virtual Teams with J. Fjermestad & B. Avolio (2007)

Professional Organization Positions

Secretary

OCIS (Organizational Communication and Information Systems) Division of The Academy of Management (2005-2008)

Associate Editor, Editorial Board Membership, Reviewer, Session Chair, Facilitator, &

Discussant

Associate Editor/Editorial Board Membership (Journals)

Leadership Quarterly (Editorial Board Member, current)

Group & Organization Management (Editorial Board Member, current)

IEEE Transactions on Engineering Management (Editorial Board Member, 2003-2012)

International Journal of Electronic Collaboration (Associate Editor, current)

Associate Editor (Conferences)

International Conference of Information Systems, 1998, 2004, 2011.

Academy of Management Conference, 2009, 2011.

Ad-hoc reviewer

Management Science

MIS Quarterly

Journal of Management Information Systems

Group Decision & Negotiations

Group & Organization Management

Journal of Management Education

International Conference on Information Systems (Vancouver 1994, Cleveland 1996, Helsinki 1998, Brisbane 2000)

Academy of Management (Seattle 2003; New Orleans 2004; Hawaii 2005; Atlanta 2006; Philadelphia 2007; Anaheim 2008; Chicago 2009)

Annual Meeting of the Administrative Sciences Association of Canada (Montreal 1996)

HICSS (2000)

IFIP 8.2 (1993)

NSF Reviewer

Grant proposal reviewer, June 2008 & July 2009.

Membership in Best Paper Selection Committees

Best IS (Journal) Article Award given by the Organizational Communication and Information Systems Division of the Academy of Management, 2007

Best Conference Papers Awards given by the Organizational Communication and Information Systems Division of the Academy of Management, 2007

Best Article Award given by The Group & Organization Management journal for publications in 2006

Session Chair

Organizational Communication and Information Systems Session on “Communication, IT and the structuring of Organizations”, Academy of Management Conference, Atlanta, August 13-16, 2006

Facilitator

Interactive Paper Session, Academy of Management Conference, Honolulu, Hawaii, August 7-10, 2005

Discussant

International Conference on Information Systems (Vancouver 1994)

Academy of Management Conference (Atlanta 2006 & Seattle 2003)

Campus Committees & Leadership Role

Chair, Faculty Development Committee (2011-present)

Advisory Board Member of Center for Learning & Teaching, 2013-present.

Member of Center for Learning & Teaching Online Learning Roadshow Team, 2013-present.

Binghamton University Online Learning Task Force Member, 2013-2014.
CMember of the University Strategy Roadmap Committee, Fall 2012.
Member of Dean's Advisory Council, School of Management, Binghamton University, 2002-present
Member of Academic Program/Faculty Development Awards Committee, Binghamton University, 2009-2010, 2010-2011.
Member of the Faculty Development Committee, 2008-2010 (Chaired the committee during 2010)
Member of Technology Committee, School of Management, Binghamton University, 2005 - 2007
Member of Technology Committee, School of Management, Binghamton University, 2005 - 2007
Technology-in-Charge & Chairman of Technology Committee, School of Management, Binghamton University, 2001 - 2005
Area Coordinator, MIS Area – School of Management, Binghamton University, 2000 - present
Member of Classroom Environment Committee, Binghamton University, 2003-2005
Member of Learning Environment Committee, Binghamton University, 2005-2006
Member of Academic Computing and Educational Technology (ACET) Committee, Binghamton University, 2002-2006
Mentor to junior MIS faculty members (Present: Rui Huang, Ali Yayla. Past: Ron Kwok, Bandula Jayatilaka, Jinyoul Lee, & Yong Jin Kim)
Faculty supervisor of Sikh Students Association, Binghamton University, 2002-2004
Chairman of MIS Search Committee, School of Management, Binghamton University (various years)
Chairman of Junior Personnel Committee, School of Management, Binghamton University, 2000-2001
Chairman of e-business Task Force, Binghamton University, 2000-2001

Training and Professional Development Workshops

Advanced Technology Overview, Broome County Department of Social Services, June 2004.
Advanced Technology for Government Services, Broome County Integrated County Planning Committee, June 2001.
“Networking of Organizational Behavior and Information Systems Researchers to Better Understand Information Systems in Organizations”, Professional Development Workshop, OB Division of Academy of Management, Denver, CO, August 2002.
“Internet for e-business” – Seminar, Leisure and Cultural Services Department, Hong Kong Government, January 2001.
Enhancing Communication and Decision-making using Information Technology, Broome County Department of Social Services, January & February 1998.
"HTML: Basics and Beyond" -- Professional Workshop, Continuing Education, Pennsylvania State University at Great Valley, March 1997.
"Advanced Web Page Creation Techniques" -- Professional Workshop, External Programs, School of Management, Binghamton University, August 1996 and March 1997.
"Promote Your Business on the Internet" -- Professional Workshop, External Programs, School of Management, Binghamton University, September 1995, January 1996, April 1996, July 1996.
Conducted workshops on “Doing Business on the Internet” and “Web Page Creation” for AT&T, April

1996.

"Overview of the World Wide Web Technology" -- Professional Workshop, External Programs, School of Management, Binghamton University, April 1995, September 1995, January 1996.

"Overview of the Internet" -- Professional Workshop, External Programs, School of Management, Binghamton University, March 1995.

Speaker

Enabling Infrastructure and Big Data. Talk given at Innovation Day – Big Data, Binghamton University, April 24, 2014.

E-leadership. Keynote talk given at Penn State University, Great Valley, PA, March 26, 2014.

Information Strategies for Productivity & Personal Growth. Talk given at Achiever's USA, Youngstown, OH, November 1, 2012.

Leading in a Digital Age: What's Different, Issues Raised, and What We Know. Featured speaker at Claremont Graduate University Symposium on Applied Psychology, Claremont, March 6, 2010.

Collaboration in Virtual Worlds: What Does Research Tell Us? – Talk given at IBM's Smarter Technology Forum, Second Life, October 2, 2009.

The Age of Participation: Why, What, How, & What's Next? – Talk given at Toyota Motor Company Headquarters, Torrance, California, July 17, 2007.

e-leadership: Leadership in the Digital Age – Talk given at Management Development Institute, Gurgaon, India, July 12, 2005.

e-leadership: Leadership in the Digital Age – Talk given to the Bangalore Chapter of National HR Directors Network, Bangalore, India, July 13, 2005.

e-leadership: Leadership in the Digital Age – Talk given at IIM, Bangalore, India, July 14, 2005.

Offshoring IT Development – Talk given at Universal Instruments Corp., Binghamton, June 13, 2005.

Customer-centric e-business strategy - Talk given to HR division of Humana, Inc., Louisville, KY, July 2000.

Computer-mediated Communication – Talk given at monthly meeting of Cosmos Club, Binghamton, Nov 13, 1997.

Introduction to the Internet – Talk given at the monthly meeting of Financial Management Association of Rehabilitation Facilities, Central New York State, Oct. 9, 1996.

The Internet as a Business Tool – Talk given at the monthly meeting of National Association of Purchasing Management -- Binghamton, Inc., Nov. 30, 1995.

Business and the Internet – Talk given at Department of Management. Science and Information Systems, The Pennsylvania State University at Great Valley, November 9, 1995.

Computer Based Communication Support Systems – Talk given at Steelcase Corporation, Grand Rapids, MI, May 1990.

Advisory, Facilitation, & Consulting Services

1800Flowers. Studied the company and proposed a plan for rolling out Facebook for internal collaboration (2011).

Broome County Health Department. Information technology advisor (2000-2010)

Lockheed Martin (Owego site). Advised a team that successfully implemented a site-wide wiki and blog system (2007)

Fairview Recovery Services, Binghamton. Lead consultant for implementation of their Homeless Management Information System (2003-2006)

Action for Older Persons. Consultant for Broome County Online Elder Services Guide sponsored by Action for Older Persons and Aging Futures, 2002-2004

McGraw-Hill. Consultant for book “Business Driven Technology” (2004)

Toyota Motor Sales, USA. Consultant. (2003)

Integrated County Planning Committee, Broome County Government. Information technology advisor (January 1999 to December 2002)

United Way, Broome County. Consultant for Social Indicators Database Project (2002)

NYSEG. Developed a database of potential customers for new products (1995)

Various others. Group Decision Support System facilitation of group, human resources, and leadership development sessions at/for the following organizations: American Academy of Pharmaceutical Colleges, Humana, Inc, Broome County Department of Social Services, Musculoskeletal Transplant Foundation, United Health Services, Mercantile Bank, Annual Osteopathic Convention, AOHA and AACOM, Broome County’s “Facing our Future, and Lucent.

Other

Binghamton University Campaign Launch Event, April 19, 2010: Hosted the School of Management Chat Room during the event.

C3 HUD Grant. Advisor. Grant received by SEHD, Binghamton University

Marilyn Gaddis Rose and Stephen David Ross University and Community Projects Grant. Co-recipient along with Catholic Charities of \$10,000 grant to provide refurbished PCs to low-income families in the local community (Broome County) under a PC-Exchange program.

TV and press interviews on Information Systems Topics. Provided to the following:

- Project Management Institute’s PM Network Magazine
- CNN.com (<http://www.cnn.com/2009/BUSINESS/11/05/second.life.virtual.collaboration>)
- The Press & Sun Bulletin (Binghamton)
- Time Warner Cable
- Fox TV
- CBS

Various others. Interfaced with organizations in the local community to facilitate industry-university partnership. This has culminated in several information systems projects that were executed by students (for course credit) under my supervision. Organizations involved include IBM, Lockheed Martin, Press and Sun Bulletin, WSKG, WICZ, NYSEG, NYSEG Solutions, Universal Instruments, BOCES, Broome County Government, Broome County Council of Churches, Cub Care, Oasis Children Services, Center for Technology & Innovation, Good Shepherd Fairview Home, Maine’s Paper and Food Products, Cardio Associates, Catholic Charities, American Civic Association, Action for Older Persons, Security Mutual, UHS, & YMCA.

CONTINUOUS DEVELOPMENT & PROFESSIONAL MEMBERSHIP

Workshops Attended

Student Centered Learning Workshop, Binghamton University, May 17-18, 2010.

Teaching with passion, August 23, 2011.

Professional Membership

AIS

Academy of Management

Delta Sigma Pi

Beta Gamma Sigma