CURRICULUM VITAE

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LEADERSHIP POSITIONS

Provost and Vice President of Academic Affairs, Weber State University, 2020 – present
Dean, College of Business Administration, University of Akron, 2009-2019
Chair, Management Department, University of Akron, 2005-2009
Director, Center for Information Technology and e-Business, University of Akron, 2003-2005.

EDUCATION

Doctorate of Philosophy (Ph.D.), 1993.
> *Major: Management Information Systems & Decision Sciences*
> *Minor area: Artificial Intelligence / Cognitive Science*
> *The University of Memphis, TN.*

Master of Science (M.S.), 1988.
> *Major: Mathematical Sciences (Dual tracks: Computer Science and Statistics)*
> *The University of Memphis, TN.*

Bachelor of Engineering (B.E.), 1986.
> *Major: Mechanical Engineering,*
> *University of Baroda, India.*

ACADEMIC POSITIONS
Professor, Weber State University, 2020 - present
Professor, The University of Akron, 2002 – 2020
Associate Professor, The University of Akron, 1999 – 2002
Assistant Professor, North Carolina A&T State University, 1995 – 1999
Assistant Professor, Southern Arkansas University, 1993 – 1995

PROFESSIONAL EXPERIENCE

March 2020 to Present
Provost and Vice President of Academic Affairs, Weber State University.

Provide strategic direction and leadership to the Academic Affairs Division at Weber State University, a regional public university of 28,000 students. Foster excellence in teaching and instruction, research and scholarship, student learning and community engagement at WSU's seven degree granting colleges and the university library. Manage academic program quality, planning and institutional effectiveness, digital learning and professional education, academic finance and budgeting, enrollment services, high impact programs and faculty excellence, regional partnerships, and other units including sponsored projects and technology commercialization and international programs.

July 2019 to December 2019
Professor in Residence / Member of Senior IT Leadership Team
The Goodyear Tire and Rubber Company, Akron, OH.

Developed digital competency framework for building and enhancing digital, data and analytical acumen. Guided strategy on learning outcomes, governance structure, proficiency matrix, content and curriculum design and 70-20-10 activities. Research on enterprise architecture, data literacy, digital personas and agile methodologies. Assisted in partnerships with local universities. Mentored associates on career and professional development activities.

July 2009 to June 2019
Dean, College of Business Administration, The University of Akron
Member of Council of Deans.

Provided strategic direction and leadership as Dean of a college of 2300 students and more than 100 faculty and staff with oversight of more than $20 million in personnel, operating budget and other funds related to various units including the academic departments of Economics, Finance, Management, Marketing, and School of Accountancy; centers including Institute for Leadership Advancement, Institute for Global Business, Center for Information Technology, Fisher Institute of Professional Selling, Taylor Institute of Direct Marketing, Suarez Applied Marketing Labs, and Fitzgerald Institute of Entrepreneurial Studies; and administrative units including the undergraduate programs, professional development, graduate programs advising and Dean's administrative offices.

Significant university wide initiatives:
- Student work experience initiative to lower overall debt and increase retention.
- Enrollment management policy optimizing financial awards and yield ratios.
- Differential tuition and new market revenue sharing.
- Innovation practice center and proof of concept center strategy.
- Relationship development and pricing agreements with international partners
- Development of inter-disciplinary programming including PharmD/MBA with NEOMED, Professional Sales Engineering certificate, BS-Applied Math/MBA.
- University retention and completion plan.

2005-2009
Chair, Department of Management, The University of Akron
Developed strategy and coordinated operational initiatives for department of 21 faculty members; faculty professional development and evaluation; promoted academic quality and productivity in teaching, research and service; recruited quality students; developed and upgraded academic programs; recruited and mentored quality faculty; represented department in college and university policy making; managed departmental budget accounts; developed relationships with business community and increased department advisory board interaction and presence.

2003-2005
Director, Center for Information Technologies & e-business, The University of Akron
Coordinated Information Technology executive exchange; recruited board members; fund raising; organized technology seminars for workforce development; allocated scholarships and research grants; directed curriculum, marketing and other outreach activities; and managed center funds.

MAJOR ACCOMPLISHMENTS AT UNIVERSITY OF AKRON

- The College of Business Administration graduated its largest class in 15 years and increased retention and four-year graduation rates. Implemented student retention strategies including learning and living communities; a freshman student success course taught by Deans; 'Murky middle', 'Finish in Time', 'Coach and Connect', and 'Real people Real careers' initiatives; and identifying pressure points through retention analytics.
- Recruited more than 50 graduate business Fulbright scholars; Significant increases in direct admit and honors students through high recruiting school visits and 'Deans Team' initiatives; Developed in-demand programming in sales, risk management, supply chain, financial planning, tax and information systems.
- Secured $32 million in gifts, pledges, gifts in kind and other sources; Increased development efforts through private, foundation and corporate outreach; Capital campaign for student success professional development center; Funding for endowed chair, executives in residence, business practitioners, center directors and support personnel; Primary funding for Institute for Leadership Advancement and Fitzgerald Institute for Entrepreneurial Studies; Facility upgrades and rebuilds for Fisher Sales Institute, Taylor Institute of Direct Marketing, Applied Marketing Labs, Becky Babcox Business Analytics Lab.
- Engaged with 270 senior executives in nine corporate advisory boards, college advancement council and alumni board. Collaborated with advisory board chairs to develop and align board priorities with college and university strategies related to programs, recruiting, retention, professional development and placement.
- Increased conservative placement rate from 76% to 89% (overall placement of 96%) and experiential learning rate from 77% to 82%. Approximately 77% of CBA undergraduate students complete at least one internship, a higher participation rate than the 55% reported by students at peer institutions across the country.
- Diversity and Inclusion initiatives including Diversitas – a nationally noted financial services thought leadership symposium, a women's leadership program, peer mentoring and financial literacy programs for students from underserved populations, and American experience program for international students.
- Reorganized and realigned internal business processes to develop EDGE – a comprehensive professional development program centered around leadership development, business communications, global awareness, internships and network building through 'Coach and Connect' executive mentoring program.
- The Association to Advance Collegiate Schools of Business (AACSB) cited the college's professional development program and engagement with northeast Ohio businesses when reaffirming the college's Business and Accounting accreditation in 2013 and 2018 as one of the top 2 percent of all business schools.
- Rankings including Top 50 public business schools in 2016, 2018; Tier 1 Global MBA in 2018, 2019, Best Value MSA program in 2014, Most Affordable Healthcare MBA in 2015, the Top 35 for Financial Planning in 2015 and 2016; 5th in Post-MBA outcomes in 2013, Best Value for undergraduate program in 2010, Top 3 Sales Programs in 2011.

SIGNIFICANT UNIVERSITY SERVICE

Strategic planning and operations groups:
University Council – Student engagement team, 2015-2019; University Senior Leadership team, Council of

Deans, 2009-2019; CBA strategic initiatives team, 2005-2019; UA strategic Planning Committee, 2007-08, 2008-09, 2013-14; UA Operations Advisory Committee, 2007; Faculty Senate member, 2002-05

Senior administrative searches and review:
School of Law Dean Search Committee Chair, 2013; CAST Dean Search Committee Chair, 2014, 2017; VP-CFO Search co-chair, 2010; Director of Development Search Committee, 2007; Honors College Dean Review Chair, 2011; VP-CIO Search Committee, 2005; Associate Dean Search Committee Chair, 2008-09; Management RTP Committee Chair, 2003-04;

Student success:
Honors advisory council, 2015; Student Work Experience Task Force, 2011; UA student success working group, 2010; International Programs Advisory Committee, 2007; UA New Student Orientation Welcome Team 2009; SITE student organization advisor, 2007-2008

Outreach:
Magnet – Manufacturing Innovation Group Committee, 2014; STEM Middle School Initiative, 2008-2009; Ohio Coop Intern Program (OCIP) initiative, 2009; ERP software selection committee; CITE Emerging Technologies Lab Group; Coordinated UA Supply Chain Forum and Management Career Forum in 2005-2009; Advisory Board Supply Chain sub-committee, Outreach Committee; e-Business Task Force, 1999-2001

Curriculum and instruction:
Technology Integration Committee Chair, 2005 MIS Internship Coordinator, 2001-2002; Assessment Committee, 2000-01; MIS Curriculum Committee, 1999-2008; Academic Design Principles Committee on Innovation, 2006 Carnegie Teaching Academy committee, 2004; Instructional Responsibilities Committee, 2001-2002;

Faculty, staff and chair searches:
College of Education Search Committee, 2007-08; Department Chair Search Committee, 2000-01; MIS faculty, 2000-01; Undergraduate Programs Director Search Committee, 2007, 2008; Director of Undergraduate Programs Search Committee, 2007; Search Committee for Associate Director – IGB, 1999-2000.

PROFESSIONAL ACTIVITIES

Invited Talks

The Analytics Inflection Point, International Conference on Information Technology, Mumbai, India, 2018.
Global economic trends – ten years after the financial crisis, Great Lakes Institute of Management, Chennai, India, 2017.
Advanced technologies and innovation discussion group, Ohio Department of Higher Education, Columbus, 2016.
Business education in the emerging economic environment. Annual Convention of the Association for Finance and Control, New Delhi, India 2015.
Overview of innovation practice center.   Ohio Board of Regents Subcommittee on Inclusive Competitiveness, Cleveland, 2014.
Innovation to support society's toughest problems: Are you part of the global revolution?   Senney

Honors Academy, Cleveland, 2014.
Massive open online courses (MOOC's): Implications for international business schools, AACSB International 2013 Dean's Conference, Chicago 2013.
Twenty-first century global leadership development. Kyung Hee University, Seoul, Korea, 2013.
Big data to business analytics: new generation competencies. Busan University of Foreign Studies, Busan, South Korea, 2013.
Deploying professionally qualified faculty in metropolitan business schools, AACSB International 2012 Dean's Conference, San Diego, 2012.
Assurance of learning across the globe: Diverse approaches to achieve common goals, AACSB International 2010 Dean's Conference, Tampa, 2010.
Akron globalization initiatives, MBA for Working Professionals Affinity Group Meeting, AACSB International Conference and Annual Meeting, Anaheim, April 2010.

AACSB Committees

Chair, Metropolitan Business Schools affinity group, AACSB International, Tampa, Fl.
Business Accreditation Review Team Leader, AACSB International, Tampa, Fl.

Consulting and Executive Education

City of Akron - Mayor's Blue Ribbon Task Force Finance Committee, Akron, OH.
National Science Foundation – Institutional funding recommendations for innovation CORPS (I-CORPS) Technology Commercialization Program, Arlington, VA.
Austin Bio Innovation Institute (ABIA) – Strategic planning – Women entrepreneurs training program, Akron, OH.
Akron Better Business Bureau – Strategic planning, customer acquisition and retention strategies, Akron, OH.
Information Technology Services – University of Akron, Project management workshop, Akron, OH.
Eaton Corporation – Object oriented analysis using unified modeling language training, Cleveland OH.
Goodyear Tire and Rubber Company, Dealer locator web portal development, Akron, OH.
National Science Foundation – Information technology funding for knowledge discovery and data mining, San Francisco, CA.
First Energy Corporation – Business to business electronic commerce executive training, Akron, OH.
Omnova Corporation – E-business technologies executive workshop, Akron, OH.
United States Department of Transportation (DOT), Transportation and workforce commuting analytics, Washington D. C.
American Accounting Association – Object design workshop, Greensboro, NC.
American Accounting Association – Research with data sources seminar, Greensboro, NC.
The University of Memphis, - Technology diagnostic testing, software installation and instructional lab management.
Continental Traffic Service – Logistics application design and development for freight bill rating, Memphis, TN.
Bunkyo University – Computer aided software engineering training, Memphis, TN.
Morgan Keegan Investment Company – Information technology applications executive workshop, Memphis, TN.
Larsen and Toubro Engineers, Production scheduling and sequencing system design and development for switchgear products in bakelite factory, Mumbai, India.
Jayanthi Furnaces – Shop floor specification assistance in induction melting furnace factory, Hyderabad, India.

Media cites and appearances

WCPN – NPR, CNBC Europe, WATM, Akron Beacon Journal, Cleveland Plain dealer, Crains Business, Kaleidoscope, Bloomberg BusinessWeek, Inside Business, Standard Examiner

Professional Development

Administrative:
AACSB – Accreditation peer review training, 2011, 2014, 2018
Development for Deans workshop, CASE, 2011
AACSB – Accreditation workshop, 2010, 2015
AACSB – New Deans Conference, 2009

Teaching and Research:
AACSB Conference on Assurance of Learning, 2005
CBA Case Teaching Workshop, 2000
CBA Workshop on team development, 2000
CBA Master Teaching Workshop, 1999
Educational Testing Service (ETS): Case Based Teaching, 1998
Writing for publication workshop, Greensboro, NC, 1996
Organizational memory systems, ISWORLD, Temple University, Philadelphia, 1998
AACSB – New Learning Technologies Workshop, 1997.

Professional:
Price Waterhouse Executive Briefing on Cybersecurity, Columbus, OH, 2015
National Competitiveness Forum, US Council of Competitiveness, Washington, DC, 2012
China Business Summit, China Resource Network, Akron, OH, 2009
Microeconomics of Competitiveness – Harvard University, Boston, MA, 2008
RFID in Global Supply Chains, EPC Global Conference, Baltimore, MD, 2004
Web Application Integration, Gartner, Chicago, IL, 2002
OHIA Emerging Markets: Wireless Technologies, Cleveland, OH, 2001
Fraud detection with data mining – SPSS Corporation, Cary, NC, 2001
e-Business Executive Forum, Oracle Corporation, Cleveland, OH, 2000
Distributed Application Development– Microsoft Corporation, Cleveland, OH, 2000
ColdFusion Application Fast track – Allaire Corporation, Cleveland, OH, 1999
National Personal Transportation Symposium, NTSB, Bethesda, MD, 1998
Theory of constraints and Lean Manufacturing, Memphis,TN, 1993.

SCHOLARSHIP

Refereed Journal Articles

"Risk Zones and Longshot Bias: An Exploratory Analysis" International *Journal of Applied Decision Sciences*, 3, 2, 2010 with A. Chandra and B. Rajagopalan.
"Risk Visualization: A Mechanism for Supporting Unstructured Decision Making Processes" *International Journal of Applied Management Technology*, Volume 6, Number 4, 2009, with A. Chandra.
"Flow Turbulence and Information Quality" Review *of Business Information Systems*, 8, 1, 2004, 83-95, with A. Chandra and B. Rajagopalan.

"Information Flow Parameters for Organizational Processes" Communications *of the ACM*, 46, 2, 2003, with A. Chandra and B. Rajagopalan.

"Benchmarking Data Mining Algorithms" Journal *of Database Management*, January-March 2002, 13, 1, 25-35, with B. Rajagopalan.

"Surveying the e-landscape: New Rules of Survival" Information *Systems Management*, 18, 4, 2001.

"Graduate e-Business Program Design and Evaluation," *Journal of Computer Information Systems*, 2001, 42, 1, 58-64, with K. Dunning, B. Vijayaraman and P. Kahai.

"The Effect of a Web Based Tutorial on Problem Formulation Ability" *Journal of Information Technology Management*, – Special Issue: Technology in Business Education, 2, 419-442, 2001, with J. Sulek.

"E-Commerce Content in Business School Curriculum: Opportunities and Challenges" *Internet and Higher Education*, 3, 153-160, 2000, with B. Vijayaraman.

"Impact of E-Commerce on Entrepreneurs and Small Businesses: Opportunities, Challenges, and Strategies" *The Entrepreneurial Executive*, Volume 5, 57-82, 2000, with T. Finkle, P. Kahai, K. Dunning, and B. Vijayaraman.

"Internet Usage in Undergraduate Management Science and Operations Management Courses" Internet *and Higher Education*, 2, (2-3), 107-118, 2000, with R. Gagnon.

"Representational Congruence and Information Retrieval: An Extended Model of Cognitive Fit" Decision *Support Systems*, 25(1999), 271-288, with A. Chandra.

"Agent Behaviors in Virtual Negotiation Environments" The *IEEE Transactions on Systems, Man, and Cybernetics*, 29, 1, February 1999, 15-25, with A. Graesser and W. Pracht.

"User Cognitive Representations: The Case for an Object Oriented Model" The *Journal of Systems and Software*, vol. 43, 165-176, 1998, with A. Chandra.

"An Object Based Infrastructure for Information Resource Management*" Information Systems Management*, vol.46, 2, 46-54, 1998, with A. Huarng.

"Expert Cognitive Mechanisms and their Implications for Knowledge Acquisition Facilities" Heuristics*: Journal of Intelligent Technology*, vol.10, no.2, Spring 1998, 15-30, with M. Frolic and R. Wilkes.

"Financial Decision Support with Hybrid Genetic and Neural Based Modeling Tools" The *European Journal of Operational Research* (Special Issue - AI Tools for Decision Support Systems), 103 (1997), 339-349, with N. Kumar and B. Rajagopalan.

"The Design of a Knowledge Based Component to Support Information Re-Engineering" Journal *of Computer Information Systems*, volume 37, no.2, Winter 1996, 44-53, with R. Kadiyala and B. Rajagopalan.

"Identifying the Causes of Resistance to IS Implementation: A Change Theory Perspective" Information *& Management*, 25, 1993, 327-335.

Book Chapter

"Performance Implications of Knowledge Discovery Techniques in Database", with B. Rajagopalan in 'Advanced Topics in Database Research' (Ed. Keng Siau), p191-212, 2003, Idea Group Publishers, Hershey, PA.

Other research summary

Presentations and publications in more than twenty five conference proceedings.

Grants

Batelle Straight A Grant for Young Entrepreneurs Consortium, 2014.

Women Entrepreneurship and Technology Commercialization Program, collaboration with Austin BioInnovation Institute of Akron - Kauffman Foundation grant, 2010-12.

Entrepreneurial Mindset in Akron STEM School, Burton Morgan Foundation, 2009.

Mobile Equitable Scientific Inquiry Continuation Project, Ohio Learning Network , 2004.

Summer Research Grant, The University of Akron, 2000, 2001
Electronic Data Systems (EDS), 1997;
Summer Grant, Southern Arkansas University, 1994

Editorial and Review positions
Journal Article Reviewer: Soft Computing – Springer, Information Technology and Management, Journal of Electronic Commerce Research, International Journal of Quality and Reliability Management, International Journal of Intelligent Systems in Accounting, Finance, and Management, International Journal of Information Management, Journal of Computers and Industrial Engineering, International Journal of Management Education, Issues in Innovation.   Editor activities: Guest Editor, Special Issue of Data Mining in International Journal of Intelligent Systems in Accounting, Finance & Management; Editorial Board - Issues in Innovation.

Conference proceedings reviewer, Academy of Management Annual Conference - Management of Cognition; Academy of Management, Information Systems; International Conference of Information Systems; Americas Conference for Information Systems; Annual Conference of Decision Sciences Institute; International Business Schools Computing Association; IEEE Conference on Developing Expert Systems Programs; Decision Sciences Institute Annual Conference; Book Reviewer for Interfaces Journal, McGraw Hill Publishing.   Program activities: Decision Sciences Institute annual conference, Intellectual Law and Policy Conference, Southeast American Accounting Association, Artificial Intelligence Applications, AIS Conference.

External reviewer: Tenure and promotion decisions - East Carolina University, Cleveland State University, Saint Joseph University; Thesis Advisor : 'Agent Constraint Specification' by Boon Hua Ooi, candidate for Master of Commerce (Honours), The University of Wollongong, Australia;   Graduate thesis committee member for Sayee Rajamany and Satish Reddy, Department of Computer Science, University of Akron, 2004-2007.

STUDENT AND COMMUNITY INVOLVEMENT

Student activities
Dean's advisory council student organization leadership group, 2017-2019.
Hult Prize Competition Judge, University of Akron Honors College, 2015
Commencement speaker, University of Akron Honors College, 2012
Speaker at AMA student chapter meeting, Saturday MBA lunch speaker series, Delta Sigma Pi, IGB student chapter, Student Toastmasters, 2010-2017
Faculty advisor, Akron Cricket Club, 2005-2010;
Electronic Data Systems Case Challenge, Dallas, 1997;
Students in Free Enterprise (SIFE), Magnolia, AR, 1994
Faculty Representative, National Security Education Program, Washington D.C., 1994

Community involvement
Chair of Board of Directors, Better Business Bureau, 2019.
Bounce Spark Innovation Strategic Planning Group, City of Akron, 2018-19.
Advisory Board Member, McCool Center for Entrepreneurial and Leadership Studies, 2019.
Ohio Diversity Council Multicultural Leadership Roundtable, 2018.
Third Grade Reading Volunteer, Akron Public Schools, 2017, 2018.
Panelist for Association for IT Professionals, 2019.
Senior Business Pitch Competition Judge, Cuyahoga Valley Christian Academy, 2016.

Akron Rotary Club, 2016-2019.
Ohio Academy of Science Entrepreneurship Competition Judge, 2015
Cartwright Award Selection Committee, MidAmerican Athletic Conference, 2014
United Way of Summit County Leadership Society, 2013-2015
Volunteer, Muscular Dystrophy Association, Akron, 2013
Center for Urban and Higher Education, Akron, 2013
Board of Directors, Assistant Treasurer, Akron Better Business Bureau, 2009-13
Presentation on Higher Education Trends to Kiwanis International, Akron, 2012
Better Business Bureau CEO Search, 201
Advisory Board, Ken Barker Center for Economic Education, Akron, 2009-present
Stark State College Advisory Committee, Canton, OH, 2009-present
Business engagement presentation to Leadership Akron class, 2010
Making a Difference Volunteer – Drug counseling center, Akron, 2007
Web resource for disabilities agency, Collaborative Support Services, Greensboro, 1998.
Programming Judge, Business Professionals Society of America, Memphis, TN 1992

HONORS AND AWARDS

Delta Sigma Pi, Beta Gamma Sigma inductee; Citibank fellowship for training in new learning technologies; Outstanding service recognition at Annual Americas Conference on IS, Phoenix.
Invited to Decision Science Institute doctoral consortium; Received full funding for graduate studies