MARY BETH WATSON-MANHEIM

Associate Professor
Department of Information and Decision Sciences
College of Business Administration
Adjunct Faculty, Department of Communication
College of Liberal Arts and Sciences
University of Illinois at Chicago
Chicago, IL 60607
Tel: (312) 996-2370; Fax: (312) 413-0385
Email: mbwm@uic.edu

EDUCATION   PhD   December, 1995
School of Management
Georgia Institute of Technology, Atlanta, GA
Major: Information Technology Management
Thesis: Organizational Adoption of Remote Work Arrangements:
A Field Study and Research Framework

CURRENT RESEARCH INTERESTS

Global Work; Technology in Practice; New Organizational Forms; IT-enabled Organizational Change

ACADEMIC AND PROFESSIONAL AWARDS

Awarded Fulbright-Nehru Senior Research Scholarship to India 2009-2010
Winner of 2007 CBA Distinguished Faculty Award
Winner of *OCIS Division Best Visual Presentation Award*, Chudoba, K., Watson-Manheim, M.B., Lee, C.S., Crowston, K., "Meet Me in Cyberspace: Meetings in the Distributed Work Environment," *OCIS Division*, *Academy of Management,* Honolulu, Hawaii, August 2005
Selected to participate in ICIS Doctoral Consortium, December 12-14, 1994, Victoria, British Columbia
Received full scholarship with research stipend for doctoral study in College of Management, Georgia Institute of Technology, Atlanta, GA, 1991-1995
Received Southern Bell "Ideas in Action" Award for development and implementation of Cable Sequencing and Load Balancing Program - software program combined with divisional restructuring to manage significant increase in divisional funding ($24 to $40 million), 1991 Program subsequently adopted throughout Southern Bell resulting in significant financial savings

PUBLICATIONS

JOURNAL PUBLICATIONS

Belanger, F., Watson-Manheim, M.B., Swan, B., "A Multi-Level Socio-Technical Systems Telecommuting Framework" (to appear *Behaviour and Information Technology*)
Watson-Manheim, M.B., Chudoba K., Crowston K., "Perceived Discontinuities and Constructed Continuities in Virtual Work," *Information Systems Journal* 22(1), 29-52,

2012.

Chudoba, K., Watson-Manheim, M.B., Crowston, K., Lee, C.S., "ICT-Supported Meetings in Practice" *Journal of Organizational and End User Computing,* 23(2), 15-36, 2011.

Lee, C.S., Watson-Manheim, M.B., Ramaprasad, A., "Communication Portfolio Usage in the Distributed Work Environment," *First Monday*, 14 (8), August, 2009.

Watson-Manheim, M.B., Belanger, F., "Communication Media Repertoires: Dealing with the Multiplicity of Media Choices," *MIS Quarterly*, 31(2), June 2007, 267-293

Lee, C.S., Watson-Manheim, M.B., Ramaprasad, A., "Exploring the Relationship between Communication Risk Perception and Communication Portfolio," *IEEE Transactions on Professional Communication*, 50 (2), June 2007, 130 – 146

Belanger, F., Watson-Manheim, M.B., " Virtual Teams and Multiple Media: Structuring Media Use to Attain Strategic Goals " *Group Decision and Negotiation,* Vol. 15 (4), 2006, 299-321 (authors contributed equally)

Lu, M., Watson-Manheim, M.B., Chudoba, K., Wynn, E., "How Does Virtuality Affect Team Performance in a Global Organization? Understanding the Impact of Variety of Practices," *Journal of Global Information Technology Management* Special Issue on Global Virtual Work, Vol. 9 (1), 4-23, 2006

Chudoba, K., Wynn, E., Lu, M., Watson-Manheim, M.B., "How Virtual Are We? Measuring Virtuality and Understanding Its Impact in a Global Organization," *Information Systems Journal*, Vol. 15 (4), 279-306, 2005

Evaristo, J. R., Watson-Manheim, M.B., Audy, J., "e-Collaboration in Distributed Requirements Determination", *International Journal of e-Collaboration*, Vol. 1 (2), 40-55, April-June 2005

Ranganathan, C., Watson-Manheim, M.B., Keeler, J., "Bringing Professionals on Board: Lessons on Executing IT-enabled Organizational Transformation," *MISQ Executive,* Vol. 3 (3), September 2004

Ahjua, M., Belanger, F., Watson-Manheim, M.B., "Introduction to Special Section on Contemporary Virtual Environments", Edited by Ahjua, M., Belanger, F., Watson-Manheim, M.B, *Database*, Vol. 35 (1), 2004.

Watson-Manheim, M.B., Belanger, F. "Support for Communication-based Work Processes in Virtual Work," *e-Services Quarterly,* Vol. 1 (3), Summer, 2002.

Watson-Manheim, M.B., Chudoba K., Crowston K, "Discontinuities and Continuities: A New Way to Understand Virtual Work," *Information, Technology, and People,* Vol. 15 (3), 2002, p. 191-209.

Belanger, F. Watson-Manheim, M.B., Jordan, D., "Aligning IS Research and Practice: A Research Agenda for Virtual Work "" *Information Resources Management Journal,* 15 (3), 48-70, July-Sept 2002.

Watson-Manheim, M.B.,., Piramuthu, S., Narasimhan, S. "Exploratory Analysis of Factors Influencing Performance Dynamics of Telecommuters and Traditional Office Workers" *IEEE Transactions on Systems, Man, and Cybernetics, Part C*, Volume 30 (2), 239 – 251, May 2000

Fritz, M.B.W., Rhee, S., Narasimhan, S. "Communication and Coordination in the Virtual Office," *Journal of Management Information Systems*, Spring '98, Vol. 14 (4)

Fritz, M.E.W., Higa, K. Narasimhan, S. "Toward a Telework Taxonomy and Test for Suitability: A Survey of the Literature," *Group Decision and Negotiation*, pp. 311-334, Vol.4 (July), 1995.

Higa, K., Owei, V., Fritz, M.B.W., "Defining Referential Integrity Constraints for a Poorly Documented Database System," *Information and Systems Engineering*, pp. 69-81, Vol.1 (1),

1995

CONFERENCE PROCEEDINGS

Alfaro, I., Bhattacharyya, S., Highlander, J., Surakshith, S.M., <u>Watson-Manheim, M.B.,</u> "Opening the Social Media Black Box - A Feature-Based Approach," *Proceedings of the European Conference on Information Systems*, June, 2012, Barcelona, Spain

<u>Watson-Manheim, M.B.</u>, Russell, D.M., "Cognitive Informatics and Forecast Judgment: A Marvin L. Manheim Approach to Enhancing Ways of Working (WoW)," *Proceedings of the World Conference on Transport Research*, July , 2010, Lisbon, Portugal

Wan, Y., Potter, R. E., <u>Watson-Manheim, M.B.</u>, "Assessing Email As A Communication Medium To Support Distributed Business Processes: A Revision To Information Richness Theory," *Proceedings of the Global Information Technology Management Association,* San Diego, California, June 2004.

Swan, B., Belanger, F., <u>Watson-Manheim, M.B.</u>, "Theoretical Foundations in Distributed Work Literature: An Application of Multilevel Incentive Theories," *Proceedings of the 37th Annual Hawaii International Conference on Systems Science*, Kona, Hawaii, January 2004

Audy, J., Evaristo, J. R., <u>Watson-Manheim, M.B.</u>, "Distributed Analysis: The Last Frontier," *Proceedings of the 37th Annual Hawaii International Conference on Systems Science*, Kona, Hawaii, January 2004

Lu, M., Wynne, E., Chudoba, K., <u>Watson-Manheim, M.B.</u>, "Understanding Virtuality in a Global Organization: Toward a Virtuality Index," *Proceedings of the 23rd International Conference on Information Systems*, Seattle, December 2003

<u>Watson-Manheim, M.B.</u>, Belanger, F., "An In-Depth Investigation of Communication Mode Choices in Distributed Teams," *Proceedings of the 22nd International Conference on Information Systems*, Barcelona, Spain, December 2002.

<u>Watson-Manheim, M.B.</u>, Crowston K., Chudoba K. "A New Perspective on Virtual: Analyzing Discontinuities in Virtual Work" *Proceedings of the 35th Annual Hawaii International Conference on Systems Science*, Maui, Hawaii, January 2002

<u>Watson-Manheim, M.B.</u>, Belanger, F. "Exploring Communication-Based Work Processes in Virtual Work Environments" *Proceedings of the 35th Annual Hawaii International Conference on Systems Science*, Maui, Hawaii, January 2002

Manheim, M.L., <u>Watson-Manheim, M.B.</u>, "Managing Virtual Work: Integrating Reflection and Action through Appropriate Software Support" *Proceedings of the 2nd International VoNet Workshop on Organizational Virtualness and Electronic Commerce,* Zurich, September 1999

Manheim, M.L., <u>Watson-Manheim, M.B.</u>, "Information Technology to Support Virtual Work Management" *Proceedings of the Fourth Americas Conference on Information Systems*, Baltimore, Maryland, August 1998, pp. 568-570

Manheim, M.L., <u>Fritz, M.B.W,</u> "Information Technology Tools to Support Virtual Work Management: A Cognitive Informatics Approach" *Proceedings of the VoNet International Workshop on Organizational Virtualness,* University of Berne, Switzerland, April 1998.

<u>Fritz, M.B.W,</u> Manheim, M.L. "Managing Virtual Work: A Framework for Management Action" *Proceedings of the VoNet International Workshop on Organizational Virtualness,* University of Berne, Switzerland, April 1998

<u>Fritz, M.B.W.,</u> Rhee, S., Narasimhan, S., "The Impact of Remote Work on Informal Organizational Communication," *Telecommuting '96 Proceedings*, Jacksonville, Florida, April 1996

<u>Fritz, M.B.W.,</u> Narasimhan, S., Rhee, S. "Adoption of Remote Work Arrangements: An Initial

Analysis," *Proceedings of the 29th Annual Hawaii International Conference on Systems Science*, Maui, Hawaii, January 1996, Vol. III, pp.118-127.

Fritz, M.E.W., Higa, K., Narasimhan, S. "Telework: Exploring the Borderless Office," *Proceedings of the 27th Annual Hawaii International Conference on Systems Science*, Maui, Hawaii, January 1994, Vol. IV, pp. 149-158.

Higa, K., Owei, V., Fritz, M.B.W., "A Graph-Based Semantic Model Approach to Nested Objects," *Proceedings of 10th Annual Association of Management Conference*, Las Vegas, August 1992, Vol. 10, No. 2, pp. 82-87.

TECHNICAL REPORTS

Watson-Manheim, M.B., Gordon, K., Findikoglu, M., "Illinois IT Talent Interview Report," Illinois Department of Commerce and Economic Development June, 2009

Ranganathan, C., Watson Watson-Manheim, M.B., Curing Hospitals' Ills: Leveraging Information Technology to Transform People, Processes and Performance," The IBM Center for Healthcare Management, IBM Corporation, October 2004, p. 1-48.

BOOK CHAPTERS

Watson-Manheim, M.B., "Exploring the Use of Social Media in the Workplace," *The Networked Self: Identity, Community and Culture on Social Network Sites,* Papacharissi, Z (Ed), Routledge, New York, 2011.

Watson-Manheim, M.B., "The Contribution of Prof. Marvin Manheim to Transport and Logistic Science" *Recent Developments in Transport Modeling: Lessons for the Freight Sector* by invitation, Ben-Akiva, M.,Meersman, H., Van de Voorde, E. (Eds.), Emerald Group Publishing 2008.

Chudoba, K., and Watson-Manheim, M.B., "Shared Communication Practices and Mental Models in the Virtual Work Environment," *Exploring Virtuality: Social, Local and Global Issues,* by invitation Chiasson, M. and Panteli, N. (Eds.), Palgrave (2007)

Jha, S., and Watson-Manheim, M.B., "The Conduct and Performance of Inter-organizational Virtual Organizing," *Proceedings of IFIP 8.2 Conference, Virtuality and Virtualization*, Portland, OR, July 2007, K. Crowston, S. Sieber, and E. Wynn (Eds.), Springer Publishing, 2007

Chudoba, K., Watson-Manheim, M.B., "Exploring the Virtual Work Environment: A Process Perspective," Salazar, A. and Sawyer, S. (Eds.) *Handbook of Information Technology in Organizations and Electronic Markets*, World Scientific Publishing, Singapore (2007)

Evaristo, J.R., Watson-Manheim, M.B., Audy, J., "e-Collaboration in Distributed Requirements Determination", *International Journal of e-Collaboration*, Vol. 1 (2), 40-55, April-June 2005, reprinted by invitation in *Emerging E-Collaboration Concepts and Applications,* Kock, N., (Ed.), Idea Group Inc., (2006).

Belanger, F., Watson-Manheim, M.B., Jordan, D., "Aligning IS Research and Practice: A Research Agenda for Virtual Work"" *Information Resources Management Journal* 15(3), 48-70, July-Sept 2002. Reprinted as Chapter 1 by invitation, Khosrow-Pour, (Ed.), *Advanced Topics in Information Resources Management*, vol. 2, Idea Group Inc. (2003)

CONFERENCE PRESENTATIONS

Watson-Manheim, M.B., Alfaro, I., "Investigating the Sensemaking Process in Global IT Outsourcing", presented at *2012 Academy of Management, OCIS Division*, Boston,

Chudoba, K., Watson-Manheim, M.B., Crowston, K., "Innovation in Academic-Industry Partnerships: Measuring the Challenges to Effective Performance", presented *2012 Academy of Management, TIMS Division*, Boston

Watson-Manheim, M.B., Alfaro, I., "Investigating Sensemaking Acts in Global Software Development", presented at OASIS Workshop, IFIP 8.2, December 2011, Shanghai, China

Lee, C.S., Watson-Manheim, M.B., "Perceived Risk and ICT Use in Globally Distributed Software Development Teams" to be presented at International Communication Association, Online Virtual Conference, May-June 2011

Watson-Manheim, M.B., Russell, D.M., "Cognitive Informatics and Forecast Judgment: A Marvin L. Manheim Approach to Enhancing Ways of Working (WoW)," *World Conference on Transport Research*, July, 2010, Lisbon, Portugal

Watson-Manheim, M.B., and Lee, C.S., "Communication Risk in Globally Distributed Work Teams," presented at *OCIS Division Academy of Management,* Anaheim, August, 2008

Belanger, F., Watson-Manheim, M.B., Swan, B., "Towards a Multi-level Theory for Telecommuting: a Sociotechnical Systems Approach" presented at the 2007 *JAIS* Theory Development Workshop, Montreal, December, 2007

Watson-Manheim, M.B., Chudoba, K., Jha, S., "A Longitudinal Investigation of Practice Adaptation in a Successful Open Source Development Project," presented at *IFIP 9.1 Workshop on Computers and Work*, Montreal, December, 2007

Lee, C.S., Watson-Manheim, M.B., Ramaprasad, A., "The Role of Communication Competence in ICT Usage: An Empirical Investigation," presented at *OCIS Division*, Philadelphia, August, 2007

Watson-Manheim, M.B., Chudoba K., Crowston K., "Distance Matters, Except When It Doesn't," presented at *OCIS Division*, Philadelphia, August, 2007

Watson-Manheim, M.B., Lee, C.S., "Investigating the Relationship Between Perceived Communication Risk and Communication Media Use in Globally Distributed Work Teams," presented as part of panel on "Communication in Globally Distributed Work Teams: Evidence from the Field," Hinds, P. (Chair), Bevene, T., Clausen, L., Erez, M., Mortensen, M., Watson-Manheim, M.B., *The First International Workshop on Intercultural Collaboration*, Kyoto, Japan, January, 2007

Lee, C.S., Watson-Manheim, M.B., Ramaprasad, A., "The Influence of Communication Risk Perception on Communication Portfolio Construction: An Empirical Investigation" presented at *OCIS Division, Academy of Management Conference*, Atlanta, Georgia, August, 2006

Chudoba, K., Watson-Manheim, M.B., Crowston, K., Lee, C.S., "A Practice View on Meetings: The Impact of ICTs on Organization Form and Function:" presented at *OCIS Division, Academy of Management Conference*, Atlanta, Georgia, August, 2006.

Watson-Manheim, M.B., and Rhee, H. S., "Data on the Move, People on the Move: Emerging Information Security Issues in the Virtual Work Environment," presented at Information Security Cluster, *INFORMS International Conference*, Hong Kong, China, June 2006

Chudoba, K., Watson-Manheim, M.B., Lee, C.S., Crowston, K., "Meet Me in Cyberspace: Meetings in the Distributed Work Environment," Winner of *OCIS Division Best Visual Presentation Award*, presented at *OCIS Division Academy of Management,* Honolulu, Hawaii, August 2005

Belanger, F., and Watson-Manheim, M.B., " Multiple Media Usage: Identifying Structuring Mechanisms " presented at *GDN 2005*, Vienna, Austria, July 2005.

Watson-Manheim, M.B., Chudoba K., Crowston K., "The Paradox of Discontinuities and Continuities: Toward a More Comprehensive View of Virtuality," presented at *OCIS Division Academy of Management,* New Orleans, August 2004

Watson-Manheim, M.B., Chudoba K., Crowston K. "Discontinuities and Post-Bureaucratic

Organizing: A Framework and Research Propositions" presented at *OCIS Division Academy of Management,* Denver, August 2002

WORKING PAPERS (available on request)

Lee, C.S., <u>Watson-Manheim, M.B.</u>, Chudoba, K. "Effects of Perceived Risks in Communication on ICT Structuring Mechanisms: An Organizational Perspective" (August 2012 - under 1st revision *Information and Management*)

Lee, C.S., <u>Watson-Manheim, M.B.</u>, "Perceived Risk and ICT Use" (September 2012 - conditional acceptance – *Journal of Computer Information Systems*)

Bhattacharyya, S., Alfaro, I., <u>Watson-Manheim, M.B.,</u> "Social Media Adoption in Organizations: A Multi-Method Approach," under review for presentation at 2012 *DIGIT Workshop)*

Lee, C.S., <u>Watson-Manheim, M.B.</u>, "Investigating Perceived Risks and ICT Use in Globally Distributed Software Development Teams" (under review *International Journal of Information Management*)

Findikoglu, M., <u>Watson-Manheim, M.B.</u>, "Small and Medium-sized (SME) IT Firms and Non-local Service Partnerships: An Assessment of Facilitators," (under 2nd revision, August 2012, *Journal of Small Business Management*)

<u>Watson-Manheim, M.B.,</u> Lee, C.S., "Communication Risk in Globally Distributed Work" working paper

CURRENT PROJECTS

<u>Watson-Manheim, M.B.,</u> "The Influence of Local Conditions on Performance in the Global IT Workplace"

<u>Watson-Manheim, M.B.</u>, Afnan, Alfaro, I., "Sensemaking Across Boundaries in Global ISD Work,"

Vehring, N., <u>Watson-Manheim, M.B.</u>, "Technology in Use - Making Sense of the Dynamics of Media Repertoires"

SPONSORED RESEARCH

"Establishment of the CcIT Lab: Tracking Creative and Collaborative Information Technology," (with S. Bhattacharyya, S. Jones, E. Welch) funded, CBA Dean RFP, April, 2011, $497,000, PI

"Pharmacare Innovation: A Research Proposal," (with C. Nakata, J. Spanjol, A. Cui), funded, CBA Dean RFP, April, 2011, $500,000

"Investigating Academic-Industry Partnerships: A Test of Organizational Discontinuities Theory" (with K. Chudoba, Utah State University, and K. Crowston, Syracuse University) under review February, 2012, NSF Innovation and Organizations Division, $100,000 to UIC, $400,000 total grant

"The Influence of Local Conditions on Performance in the Global IT Workplace" J. William Fulbright Foreign Scholarship Board, awarded September 2009 - February 2010

"Assessing Illinois IT Talent Needs" (with M. Findikoglu, K. Gordon), Illinois Department of Commerce and Economic Development, June, 2009, $7400 grant awarded

"A Social Networking Community to Promote Information Technology Workforce Development in Chicago," with S. Jones (Co-PI), A. Johnson (Co-PI) Submitted to National Science Foundation, $1,036,075, February 2009, not funded

"Social Mobile Application for Connecting Knowledge [SMACK]," with Jones, S (Co-PI), Johnson, A (Co-PI),Meraz, S. (Co-PI), submitted to Motorola - UIC Innovation Center,

University of Illinois at Chicago, $100,000.00, not funded

"Managing Information-Technology Enabled Organizational Transformation in Health Care Sector: Lessons from the University of Illinois Medical Center" IBM Center for Healthcare Management Research Grant, April 2003, (with C. Ranganathan)

"Field Study of Virtuality," Intel Corporation, March 2003, (with K. Chudoba, K. Crowston)

"Non-Collocated Teams: Developing Success Conditions," Center for Research in Information Management, September 2002, (with J. R. Evaristo)

"The Marriage Of Strange Bedfellows: Integrating MIS and Marketing For New Organizational Capabilities And Higher Performance" *Center for Research in Information Management*, May, 2000, (with C. Nakata)

"Investigating the Use of Communication Technologies in Distributed Work Teams: A Research Proposal" *Center for Research in Information Management*, March, 1999

"Information Technology Tools to Support Virtual Work Management: A Cognitive Informatics Approach" (with M. L. Manheim)

"Managing Virtual Work: A Framework for Management Action" (with M. L. Manheim)

"Managing Virtual Work: A Conceptual Framework" (with M. L. Manheim)

Evanston, Illinois and Gainesville, Florida: Strategic Informatics Research Project, Transportation Center and General Motors Strategy Research Center, J. L. Kellogg Graduate School of Management, Northwestern University; and Warrington College of Business Administration, University of Florida, 1998.

"The Changing Nature of Work: Developing a Technology Base and Management Strategies for the Virtual Office," Warrington College of Business Administration, University of Florida, Summer Research Grant; June 1998.

"A Proposal for Establishment of Sloan Center for Information Technology-Enhanced Learning (SCITEL) at the University of Florida;" Alfred P. Sloan Foundation; January 1998.

"Strategies for Managing the Virtual Office," University of Florida Foundation; December 1997

"A Longitudinal Study of Organizational Communication in a Telecommuting Environment" Warrington College of Business Administration, University of Florida, Summer Research Grant; June 1997.

New Faculty Research Support Grant, University of Florida; June 1996

"A Study of the Impact of Telecommuting on Firms in the Atlanta Area;" Georgia Department of Natural Resources and Metropolitan Atlanta Telecommuting Advisory Council; January 1994.

OTHER GRANT ACTIVITIES

"ICT in the Workplace," Interdisciplinary Seminar Proposal funded by UIC Graduate College (with Steve Jones, Professor and Head, Department of Communications), February 2006, $15,000 grant awarded

GUEST EDITOR

Invited Associate Editor, *Information Systems Research,* Fall, 2011

Special Issue on *Virtual Work, Teams and Organizations,* Edited by Ahjua, M., Belanger, F., Davison, R., Watson-Manheim, M.B., *Information Technology and People*, 19(4), 2006.

Special Section on *Contemporary Virtual Environments*, Edited by Ahjua, M., Belanger, F., Watson-Manheim, M.B, *Database*, 35(1), 2004

INVITED SPEAKER

"Communication Media Repertoires: Investigating the Use of Multiple Media in Organizations", University of Munster, July 2010, Munster, Germany

"Cognitive Informatics and Forecast Judgment," Panel Session in Memory of Professor Marvin L. Manheim, World Conference on Transport Research, July 2010, Lisbon, Portugal

"Global Guns Exploring Business Opportunities to Revolutionize Booming Guns" Panel Discussion, SYNAPSE Conference, Department of Management Studies, Pondicherry University, Pondicherry, India, December 2009

"Communication Competence in the Global Workforce" Keynote Speech at Cross Cultural Management Conference, Department of Business Administration, Holy Cross College, Trichy, Tamil Nadu, India, October, 2009

"Exploring the Use of Social Media in the Workplace," The Networked Self Conference, UIC, May, 2009

"Distinguished UIC Women in Management and Supervision" presentation to The CCSW Academic Professionals Subcommittee, UIC, April, 2009

"Global Virtual Teams", Chicago SIM in the Suburbs, Oak Brook, IL, May, 2008

"Technology Planning and Management," Presentation to Pritzker Early Childhood Foundation Conference on Technology and Communications, Chicago, Illinois, March 7, 2006.

"The Contribution of Professor Marvin L. Manheim to Transport and Logistics Science," Presentation at the Colloquium on Transport Modeling, University of Antwerp, Belgium, March 18, 2004.

"Collaboration in Non-Collocated Environments: Need for Training?" Presentation at The University of Auckland, New Zealand, May 6, 2002 (with Roberto Evaristo)

"Collaboration in Non-Collocated Environments," Presentation at the Center for Research in Information Management, CRIM, April 12, 2002 (with Roberto Evaristo)

"Using Electronic Discussion to Support Multiple Learning Objectives" ITL Technology Conference, UIC Campus, March 2002 and Forum on Technology in Teaching for College of Business Administration, April 2002

"Investigating the Use of Communication Technologies in Distributed Work Teams," Presentation at the Center for Research in Information Management, CRIM, May, 2001

"Managing Global IS Teams," The Project Management Institute, Atlanta, June, 1998

"The Virtual Office: Factors Relating to Productivity and Job Characteristics," The Fifth Annual Southeastern Telecommuting Conference, Atlanta, October 1996.

"Leveraging Your Human Resources Investment," The Second Annual Southeastern Telecommuting Conference, Atlanta, September 1993.

CONFERENCE PANELS AND TRACKS

"Social Computing and Collaboration" Track Co-Chair (with Reimer, K. and Seidel, S.) *European Conference on Information Systems, 2012*, Barcelona, Spain.

"The IT Artifact and Telecommuting," Bélanger, F., Harrington, S., Johnson, N., Neufeld, D., Watson-Manheim, M/B., *IFIP 8.2 Conference, Virtuality and Virtualization*, Portland, July 2007

"Communication in Globally Distributed Work Teams: Evidence from the Field," Hinds, P. (Chair), Beyene, T., Clausen, L., Erez, M., Mortensen, M., Watson-Manheim, M.B., *The First International Workshop on Intercultural Collaboration*, Kyoto, Japan, January, 2007

"Virtual Work, Teams, and Organizations" Minitrack (organized with F. Belanger and M. Ahuja) in Collaboration Technology Track, *Hawaii International Conference of System*

Sciences, January 2002, 2003, 2007

"Virtual Work, Teams, and Organizations" Minitrack (organized with F. Belanger, M. Ahuja, and R. Davison) in Collaboration Technology Track, *Hawaii International Conference of System Sciences,* 2004, 2005, 2006

"Does Distance Matter? – Bridging the Discontinuities in Distributed Organizations" Participant in Panel Discussion with Mei Lu, Charles H. House, and Tamar Matzkevich, Intel Corporation (organized by Mei Lu) at *38th Annual Hawaii International Conference of System Sciences,* January 2005

"Novel Information Systems in B2B eCommerce," (organized by K. Aberer, J. Morin, and A.Ouksel), Program Committee Member, *34th Annual Hawaii International Conference of System Sciences,* January 2001

"Discontinuities: The Key to Understanding Virtual Work" (panel chair) Symposium presented *Academy of Management 2000*, symposium presenters: K. Crowston, K. Chudoba, P. Goodman, J. Rennecker, Toronto, August, 2000.

"A Research Agenda for Virtual Work: Are We Asking the Right Questions?" (Organized with F. Belanger), R. Kraut (chair), D. Jordan, L. Shumpert, F. Belanger, M. B. Watson-Manheim, panelists, *19th International Conference of Information Systems,* Charlotte, N.C., December, 1999.

SERVICE TO THE PROFESSION

Academic

Discussant, "Social Computing and Collaboration" Track, *European Conference on Information Systems, 2012*, Barcelona, Spain

Associate Editor, *OCIS Division Academy of Management Conference*, Boston, August 2012

Associate Editor & Discussion Chair, Human Behavior and IT Track, *International Conference of Information Systems*, Shanghai, China, December, 2011

Associate Editor & Session Chair, Global, International and Cultural Issues Track, *International Conference of Information Systems*, St. Louis, December, 2010

Senior Research Faculty, Professional Development Workshop for International Paper Development, *OCIS Division Academy of Management Conference,* Montreal, Canada, August 2010

Associate Editor and Discussant, *OCIS Division Academy of Management Conference*, Chicago, August 2009

Program Committee, Panels Co-Chair, *International Workshop on Intercultural Collaboration*, Stanford University, Palo Alto, California, February 2009.

Session Chair, *OCIS Division Academy of Management Conference*, Anaheim, California, August 2008

Program Committee, *IFIP 8.2 Conference, Virtuality and Virtualization*, Portland, OR, July 2007

Program Committee, 17th *Information Resources Management Association*, Washington DC, May 2006

Discussant, *24th International Conference on Information Systems*, Washington, DC, December 2004.

Program Committee, *24th International Conference on Information Systems*, Washington, DC, December 2004.

Program Committee, *23rd International Conference on Information Systems*, Seattle, WA, December 2003.

Discussant, *OCIS Division Academy of Management Conference*, Seattle, August 2003.

Practice

Member, Information Technology Workforce Development Task Force, Illinois Department of Commerce and Economic Opportunity, September 2008 – September 2011

Member, SIM National Committee on Influencing the Academic Agenda in Information Technology, May 2008 – December 2010

Member, Advisory Board and Curriculum Alignment Committee, Information Technology Foundation, Chicago, April 2008 – December 2010

Member, Mayors Council IT Talent Initiative, Chicago, December 2007 – December 2008

SERVICE TO THE UNIVERSITY

Ph Program Director, IDS Department, 2012-present

UG Advisor, IDS Department, 2011-present

Member, CBA Dean Search Committee, 2011

Member, CBA Undergraduate Curriculum Revision Committee, 2011 - 2012

Member, Chancellors Committee on Status of Women, 2008, 2010

Member, Search Committee for Statistician in IDS Department, 2007-2008

Member, Search Committee for IDS Department Head, 2006-2007

Member, Advisory Committee to IDS Department Head (elected), 2000-2001, 2001-2002, 2004-2005, 2005-2006, 2006-2007, 2007-2008

Director, Center for Research in Information Management (CRIM), August, 2006 – December 2007- created advisory committee of local CIO's, worked with advisory board to develop strategic plan and membership packages, signed 4 new member companies

Representative from CBA to UIC Faculty Senate, 2006- present

Member, Center for Research in Information Management (CRIM) Forum Advisory Committee, 2003- 2006

Assistant Director, Center for Research in Information Management (CRIM), 2000-2001.

Member, Committee to establish Mentoring program for female undergraduates with female business executives (UIC alumnae)

Member, Planning Committee for CBA Women's Information Network (WIN)

PAPERS/GRANT PROPOSALS REVIEWED

National Science Foundation Review Panel, March 2011

National Selection Committee, 2010-2011 Fulbright-Nehru Senior Research Fellowships, United States India Educational Foundation, New Delhi, India, October, 2009

Reviewer, Grant Proposal, Social Sciences and Humanities Research Council of Canada, 2005

Reviewed papers for *Information Systems Research, MIS Quarterly, Organization Science, Communications of the ACM, Journal of Management Information Systems, Journal of Organizational Computing, DATABASE, Information and Society, New Media and Society, IEEE Transactions on Professional Communications, Decision Sciences Institute Conference, Hawaii International Conference on Systems Science, International Conference on Information Systems, Electronic Journal of Organizational Virtualness, Information Technology and People, European Journal of Information Systems*

PROMOTION AND TENURE LETTERS

University of Massachusetts, Boston

Kent State University

University of Sydney, Australia

PROFESSIONAL MEMBERSHIPS

The Academy of Management, OCIS Division
Association of Information Systems

EDITORIAL BOARDS

Electronic Journal of Organizational Virtualness (1999-present)
Information Resources Management Journal (2004-2008)

TEACHING ACTIVITIES

1. Information Systems in Organizations (Executive MBA, Full-time and Part-time MBA, Master of Science in Management Information Systems)
2. Competitive Strategy (UG)
3. Knowledge Management Systems (UG)
4. Electronic Commerce for Managers (MBA)
5. Behavioral Issues and IT: Investigating the Virtual Work Environment (PhD seminar)
6. Information Systems in Organizations (UG)
7. Business Systems Design and Analysis
8. Telecommunications in Business
9. Honors College Capstone Project
    a. "India's Economic Development: An Analysis into the Emergence of Electronic Banking", Dan Yukilevich, May 2011

MASTERS THESIS COMMITTEES

Antara Das, (Committee Member), Master of Arts in Communication, Proposal defense end of Spring 2010
Thesis Topic*: Social Media Use by International Development NGOs*
Ming Zhang, (Committee Member), Master of Arts in Communication, Thesis defended Summer 2006
Thesis Topic: *College Students' Attitudes toward Google AdWords Advertising*

EXTERNAL EXAMINER DOCTORAL DISSERTATION COMMITTEES

K. Karpagam, Mother Teresa Womens' University, India, Thesis Defense, Summer 2010,
Dissertation Topic: Bank *Employees' Attitude In The Globalised Era*
Nadine Vehring, University of Muenster, The Muenster School of Business Administration and Economics, Thesis Defense, Summer 2012
Dissertation Topic: Roll-out and Adoption of Corporate Communication and Collaboration Platforms: Exploring Multilevel Dynamics and Management Implications

DOCTORAL DISSERTATION COMMITTEES

Ivan Alfaro
Zach Benjamin
Melike Findikoglu, (Committee Chair), Proposal defended, Fall, 2011, Post-Doc, Technion University, Haifa, Israel
Dissertation Topic*: Small- and Medium-Sized IT Firms' Partnership Choices: Non-Local Partnership Formation*
Poornima Krishna, Proposal Defended
Dissertation Topic: *Boundary Spanning in Offshored ISD Projects: A Social Capital Perspective*

Sanjeev Jha, Assistant Professor, University of New Hampshire
Dissertation Topic: *Credit Card Fraud Detection with Discrete Choice Models and Misclassified Transactions*
Christina Outlay, Assistant Professor, DePaul University
Dissertation Topic: *Resizing the Information Systems Function after Outsourcing: Examining Psychological Contracts, Violations and Employee Outcomes*
Chen Ye, Assistant Professor Virginia State University
Dissertation Topic: *The Impact of Habit and Reasoned Influences on Post-Adoption Switching of Personal Technologies*
Chei Sian Lee (Committee co-Chair), Assistant Professor, Nanyang Technological University
Dissertation Topic: *Do Risk Perceptions Influence Communication Technology Usage? A Study of Portfolio Construction*
Kevin DeSouza, Assistant Professor, University of Washington
Dissertation Topic: *Knowledge Management Maturity Model: Theoretical Development and Empirical Testing*
Darrin Thomas, Dissertation Defended
Dissertation Topic: *Alliances as a Vehicle for E-Business Transformation: An Empirical Study of the Antecedents and Outcomes of E-business Alliances*
Yun Wan, Assistant Professor, University of Houston
Dissertation topic: *The Impact of Web-based Product Comparison Agent on Choice Overload in Online Individual Decision-making*
Zhen Zhu, Assistant Professor, Babson College
Dissertation topic: *Antecedents and Consequences of Perceived Control in Technology-Based Self-Service Failure Encounters*
John Warren, Assistant Professor, University of Texas - San Antonio
Dissertation topic: *A Comparison of the Effects of Extraversion and Expertise on Virtual Team and Face-to-Face Team Interaction and Performance.*
James Watson, Jr., CEO & Founder Doculabs, Inc.
Dissertation topic: *Organizational Dissonance: The Impact of Technology*
Myungsin Lee, Assistant Professor, KAIST, Graduate School of Management, Seoul, S. Korea
Dissertation Topic: *Impacts of Three Cognitive Structuring Methods on Enhancement of Students' Critical Thinking Skills in Online Collaborating Learning*, 2004
Kumar Mehta, Assistant Professor, George Mason University
Dissertation topic: *Understanding Revenue-drivers of Electric Auctions*, 2003
Elisa Fredericks, Associate Professor, Northern Illinois University
Dissertation topic: *Is Co-location of New Product Development Teams Necessary?*
Jackie Rees, Associate Professor, Purdue University
Dissertation Topic: *An Evolutionary Approach to Group Decision Making*

ACADEMIC AND PROFESSIONAL EXPERIENCE

Associate Professor, Department of Information and Decision Sciences, College of Business Administration, University of Illinois at Chicago, August 2006 – present.
Director, Center for Research in Information Management (CRIM), Department of Information and Decision Sciences, College of Business Administration, University of Illinois at Chicago, August 2006 - present.
Assistant Professor, Department of Information and Decision Sciences, College of Business Administration, University of Illinois at Chicago, September 1998 – 2006.
Associate Director, Center for Research in Information Management (CRIM), Department of

Information and Decision Sciences, College of Business Administration, University of Illinois at Chicago, September 2000 – 2001.

Assistant Professor, Department of Decision and Information Sciences, Warrington College of Business Administration, University of Florida, Gainesville, FL, December 1995 – August 1998.

Research Assistant, Office of Information Technology, Georgia Institute of Technology, Atlanta, GA, September 1995 - December 1995.

Research and Teaching Assistant, School of Management, Georgia Institute of Technology, Atlanta, GA, September 1991 - September 1995

Manager - Engineering, Network, Southern Bell, Greenville, SC, June 1983 - Feb. 1986, October 1987 - September 1991.

Assistant Manager, Building Design & Construction, Southern Bell, Columbia, SC, June 1979 – May 1983.

Teaching Assistant, Department of Mathematics, Columbia College, Columbia, SC, September 1976--May 1979.

COMMUNITY ACTIVITIES

Contemporary Arts Council, Chicago, Member 2005- present

Contemporary Arts Council, Chicago, Exhibition Committee member 2006-2009, Events Chair 2008-2009