

# PAM CARTER, PhD

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Community College of Philadelphia, Business & Technology Division  
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## PROFESSIONAL HIGHLIGHTS

### EXPERIENCE

21 years of higher education experience involving strategic planning, academic program development and management, accreditation and assessment, faculty and staff development, online education, research, and teaching.  
6 years of industry operations experience involving contracting, human resource management, and logistics.

### EDUCATION

**PHD, Business Administration (MIS and Organizational Behavior)**, Florida State University

*Dissertation:* "The Diffusion of Complex Technologies: A Study of Adaptation Processes during Implementation"  
– Investigation of the social, political, and technical factors and outcomes associated with the multi-stakeholder implementation of a university distance learning program.

**MBA, Human Resource Management**, University of Maryland

**BIS, Applied Business Communications**, George Mason University

**Certificate of Procurement and Contract Management**, University of Virginia

**Sloan-C Certificate: Online Education Design and Delivery**, The Sloan (now Online Learning) Consortium

### CERTIFICATIONS

**Certified Information Systems Auditor (CISA)**

**Project Management Professional (PMP)**

**Senior Professional in Human Resources (SPHR)**

**Society for Human Resource Management – Senior Certified Professional (SHRM-SCP)**

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## WORK EXPERIENCE

Community College of Philadelphia, Philadelphia, PA

2016 - present

### **Dean, Business and Technology Division**

- Provide division leadership, oversight and vision for academic and student success to advance the College's mission, vision and strategic plan. Lead development, coordination and supervision of courses and degree offerings, promote instructional innovation, and enhance curricular offerings and program services to meet the diverse needs of students and Philadelphia employers. Ensure courses, programs and degree offerings are in compliance with academic and accreditation standards, and College requirements. Work collaboratively with senior leadership to develop and implement enrollment management and strategic planning. Plan, recommend, and implement budgets within the division, ensuring compliance with budget limitations and established fiscal policies. Co-led development of four-year Academic and Student Success Master Plan for academic programming, educational support services, enrollment management, academic operations, and student life divisions and departments in the College.

Northcentral University, Prescott Valley, AZ

2014 - 2015

### **Assistant Dean, School of Business and Technology Management**

- Served 3900 students and 140 full- and part-time faculty, overseeing academic policy, human resources, and continuous improvement programs. Worked collaboratively with dean on strategic planning and strategy implementation. Fostered a culture of development and support, emphasizing communication, service delivery, and individual leadership. Managed recruitment and performance systems for faculty, associate directors, and operations manager. Worked with Compliance, Registrar, Enrollment, Student Services, Marketing, and Graduate School to facilitate cross-functional operations. Effectively investigated and resolved student and faculty issues, including grade appeals and policy exceptions. Established and maintained continuous improvement systems, including establishment of appropriate metrics, data management, and reporting processes to support assessment of student learning, specialized and regional accreditation, academic program review, student retention, and strategic planning initiatives.

### **Director of Curriculum Development, School of Business and Technology Management**

2013-2014

- Developed and managed strategic priorities for online academic program development. Directed curriculum and program development activities for bachelor, masters, and doctoral degrees and certificate programs spanning 17 specializations and a portfolio of 380 courses. Developed curriculum development budget and directed curriculum faculty. Managed projects involving personnel from various units internal and external to the university. Worked closely with Instructional Design and Center for Faculty Excellence personnel to effectively implement quality standards. Restructured curriculum development processes and contracted with lead faculty, subject matter experts, and instructional technology providers. Reviewed, developed, and revised articulation agreements.

Carter & Company Consulting LLC, High Point, NC

**President**

2011- 2014

- Provided learning and performance improvement services through client engagements in the higher education industry. Example projects include strategic planning, assessment program development, curriculum mapping, R&D for online education products, regional and professional accreditation advisement, and faculty/staff leadership development.

North Carolina A&T State University, Greensboro, NC

**Chairperson and Associate Professor, Department of Management**

2010 - 2011

- Balanced priorities and needs among 500 students, 24 faculty, 2 staff members, senior university administrators, recruiters, and other external constituents. Led department strategic planning and restructuring of assurance of learning activities. Developed and managed department budget. Evaluated faculty/staff performance and participated in faculty promotion and tenure review processes. Monitored student enrollments; developed and implemented recruitment and marketing plans for undergraduate and graduate degrees and certificate programs. Collaborated with Registrar, Financial Aid, and other units across campus to resolve cross-functional issues. With faculty identified appropriate assessment metrics; collected and analyzed data; remediated problem areas; and established related policies, procedures, and curriculum changes. Managed fall, spring, and summer session schedules. Monitored student performance, advised students, established academic plans for returning students, and responded to student concerns.

**Associate Professor, Department of Management**

2008-2010

- Served as MIS Curriculum Program Lead. Established and maintained relationships with external constituents to inform MIS program development and strengthen student recruitment. Led research, development, and implementation of major MIS program revision, updating curriculum to better address current business needs and improve student placement outcomes. Mentored junior faculty and conducted research brown-bags to encourage research productivity. Teaching focus: Employee Relations, HR Analytics/HR Information Systems, Intro to Management Information Systems (web-enhanced)

Florida State University, Tallahassee, FL

**Assistant Professor, Department of MIS**

2004-2008

- Collaboratively developed and taught in online graduate program. Participated in faculty promotion and tenure review process. Served as faculty advisor for student groups. Designed and delivered information technology training modules for “at-risk” African-American male middle school students. Teaching focus: Knowledge Management and Business Intelligence (online), Systems Analysis and Design

University of Oklahoma, Norman, OK

**Assistant Professor, Division of MIS**

2000-2004

- Engaged in relationship building activities through industry-academic partnerships. Led multi-year project to develop Memorandum of Understanding involving virtual and face-to-face collaborations among U.S. university researchers and South African corporate consultants, government officials, and NGO representatives. Engaged in action research focusing on water science data management in a South African government agency, resulting in policy and procedure changes. Informal advisement of minority students. Teaching focus: IS Infrastructure, C Programming

Florida State University, Tallahassee, FL

1995 - 2000

**Editorial Assistant, Journal of Management**

**Instructor and Course Coordinator, Department of Information and Management Sciences**

**Graduate Assistant, Department of Information and Management Sciences**

- Designed and implemented operational procedures and database to support Journal of Management business processes and reporting needs. Led course redesign and faculty training as course coordinator; taught 2/2/1 load with full course responsibility. Analyzed university processes, communication patterns, and IT implementation efforts during dissertation research. Teaching focus: Introduction to Business Processes, COBOL Programming

Northern Virginia Community College, Alexandria, VA

**Assistant Professor, Business Technologies Division**

1994-1995

- Worked in cross-functional team to accomplish major curriculum review and make academic program recommendations to senior management. Supervised adjunct faculty and advised students. Teaching focus: Business Communications, Office Administration

Board of Governors of the Federal Reserve System, Washington, DC

**Compensation Specialist, Graduate Co-Op Program**

1993-1994

- Developed leave audit program and procedures. Performed job analyses and created/revised job descriptions. Analyzed financial/administrative impacts of salary structure movement and merit pay distribution.

University of Maryland, College Park, MD

**Graduate Assistant, Office of Human Relations Programs**

1992-1993

- Developed and distributed survey to assess diversity efforts at U.S. Universities. Analyzed survey data and reported findings. Project resulted in comprehensive diversity resource website.

National Capitol Systems, Incorporated, Alexandria, VA 1989-1990  
**Assistant Director, Operations and Systems Management** – Center for AIDS and Substance Abuse Training  
▪ Managed \$4M federally funded project. Engaged in strategic planning and monitored implementation progress while ensuring compliance with federal regulations. Supervised logistics of 75 nationwide training events and workshops per year involving 10 staff personnel and 50+ consultants. Managed contract administration, procurement, data management, and mail-order activities.

Government Technology Services, Incorporated, Chantilly, VA  
**Contract Compliance Specialist** 1988-1989  
**Federal Schedules Administrator** 1987-1988  
▪ Developed corporate policies, procedures, and training materials to ensure compliance with federal procurement regulations and existing contract terms and conditions. Audited and monitored procurement, vendor contracting, marketing communications, sales functions, and public policies to reduce corporate exposure to non-compliance liabilities. Reporting to VP Business Development, administered GSA schedule contracts responsible for 70% of corporate revenues. Prepared negotiation cost and pricing data.

Hazelton Laboratories America, Incorporated, Vienna, VA  
**Contracts Assistant** 1986-1987  
▪ Monitored compliance with terms of contracts. Analyzed contract operations and project accounting activity comparing budgeted and actual performance. Developed and maintained database and file management systems improving access and analysis of contract data.

## **VOLUNTEER**

**The PhD Project**, Montvale, NJ 2000-2010  
*Information Systems Faculty Mentor and Conference Planning Committee Member*  
▪ Coached junior faculty PhD Project IS alumni in career matters, particularly issues relevant to underrepresented minority status in US business schools. Mentored IS doctoral student members. Collaborated on program planning for annual national conferences and annual IS Doctoral Student Association conferences, identifying and arranging for speakers, developing content, and moderating general and breakout sessions. Initiated and managed 10<sup>th</sup> anniversary ISDSA alumni pledge campaign. Featured in article entitled “Dr. Pamela Carter and the PhD Project” in August/September 2010 issue *Diversity/Careers in Engineering and Information Technology* magazine. Guest speaker on UNC-TV *Black Issues Forum* episode #2515 “The PhD Project”.

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## **RESEARCH**

### **REFEREED PUBLICATIONS AND PRESENTATIONS**

Pamela E. Carter (2013), Curricular Leadership through Online Curriculum Network Governance, 19<sup>th</sup> Annual Sloan Consortium International Conference on Online Learning.

Pamela E. Carter, Jason Bennett Thatcher, L. Kent Marett, and Katherine M. Chudoba (2012), Post-Acceptance Intentions and Behaviors: An Empirical Investigation of Information Technology Use and Innovation, *Journal of Organizational and End User Computing*, Vol. 24, No.1, pp. 1-20.

Sherrie D. Cannoy and Pamela E. Carter (2011), Information Politics in Health Information Exchange Networks, *Journal of Information Privacy and Security*, Vol. 7, No. 2), pp. 65-90.

Pamela E. Carter and Lemuria Carter (2011), Healthcare Consumer Education Services to Support Health IT: A Service System Approach to IT Diffusion, *Proceedings of the 42<sup>nd</sup> Annual Meeting of the Decision Sciences Institute*.

Pamela E. Carter (2010), IT Service Value Creation in a Global Environment, *Journal of Global Information Technology Management*, Vol. 13, No. 4, pp. 4-27.

Pamela E. Carter and Raquel Teasley (2010), A Conceptual Model of Health Information Technology Literacy Intervention to Improve African-American Student Health Decision-Making, *Proceedings of the 12th Annual Conference of the Academy of Business Disciplines*.

Pamela E. Carter (2010), Using Evidence-based Exploration and Discovery as Vehicles for Active Student...and Teacher Learning, 2010 Lilly Conference on College and University Teaching and Learning.

Pamela E. Carter and Gina Green (2009), Networks of Contextualized Data: A Framework for Cyberinfrastructure Data Management, *Communications of the ACM*, Vol. 52, No. 2, pp. 105-109.

Pamela E. Carter and Belinda P. Shipp (2009) Service Orientation and the Systems Analysis and Design Course: Is Current State of Practice State-of-the-Art?, *Proceedings of the Association of Information Systems SIG-ED IAIM Conference*.

Pamela E. Carter (2009), Servitizing the Introduction to Management Information Systems Course for Business Students, IT Service Management – USA Academic Forum.

Tom E. Yoon and Pamela E. Carter (2007), Investigating the Antecedents and Benefits of SOA Implementation: A Multi-Case Study Approach, *Proceedings of the Americas Conference on Information Systems*.

Pamela E. Carter (2008), What is the Nature of an IT Service? A Knowledge Management Response, Association of Information Systems Conference on Services.

Jon Jaspersen, Pamela E. Carter, and Robert W. Zmud (2005), A Comprehensive Conceptualization of Post-Adoptive Behaviors Associated with Information Technology Enabled Work Systems, *MIS Quarterly*, Vol. 29, No. 3, pp. 525-557.

\*\*Received Best Published Paper in 2005 Award, Academy of Management OCIS Division

Pamela E. Carter (2006), Information-Organization Systems of Distributed Cognition: An Institutional Analysis of Form and Function, Academy of Management Conference.

Shaila M. Miranda and Pamela E. Carter (2005), Innovation Diffusion and e-Collaboration: The Effects of Social Proximity on Social Information Processing, *International Journal of e-Collaboration*, Vol. 1, No. 3, pp. 35-57.

Joey F. George and Pamela E. Carter (2004), Computer-Based Performance Monitoring in *Computers in Society: Privacy, Ethics & the Internet*, Joey F. George (Ed.), Upper Saddle River, NJ: Prentice-Hall.

Pamela E. Carter (2003), Toward a Theory of Systems Integration Project Management, *Proceedings of the Americas Conference on Information Systems*.

Traci Carte, Pamela E. Carter, and Claudia Coglisier (2002), Challenges for Organizations in Technology Innovation and Implementation: Vision, Opportunities, and Obstacles, International Western Academy of Management Conference.

Pamela E. Carter and Ritu Agarwal (2002), Getting Out of the Fog: A Research Design for Complex MIS Phenomena, International Symposium on Research Methods.

Pamela E. Carter, Ritu Agarwal, and V. Sambamurthy (1999), Organizational Innovation with Information Technologies: The Cycle of Adoption, Adaptation, and Use, *Proceedings of the Americas Conference on Information Systems*.

Ritu Agarwal, Manju Ahuja, Pamela E. Carter, and Mitch Gans (1998), Early and Late Adopters of IT Innovations: Extensions to Innovation Diffusion Theory, Diffusion Interest Group in Information Technology (DIGIT) Conference.

Pamela E. Carter (1997), Institutional Pressures and Employee Willingness to Conform to Newly-Designed, IT-Enabled Work Roles: The Impact of Employee Perceptions of Work Process Variability and Analyzability, *Proceedings of the Americas Conference on Information Systems*.

Darla J. Domke, Pamela E. Carter, Kimberly A. Davis, and Kevin P. Duffy (1997), Environmental Issues and Corporate Stakeholder Communications in the Petroleum Industry: A Content Analysis of the Letters to the Shareholders in Fortune 500 Annual Reports, *Proceedings of the Southwest Academy of Management Conference*.

## **INVITED PUBLICATION AND PRESENTATIONS**

Pamela E. Carter (2012), Intrusive Advising: Challenges and Strategies in Resource-Constrained Environments, Cultivating Competence and Confidence (C3) Conference, Guilford Technical Community College.

Pamela E. Carter (2009), IT Diffusion Research: Conceptualizing an Integrative Framework, Information Systems Research Seminar Series, Bryan School of Business and Economics, University of North Carolina Greensboro.

Pamela E. Carter, Jon Jaspersen, and Robert W. Zmud (2006), Defining IT-Enabled Work Systems: Response to Alter, *Communications of the Association for Information Systems*, Vol. 17, February, pp. 17-26.

Pamela E. Carter and Katherine M. Chudoba (2006), Interdependence and Fluidity: The Construction and Destruction of a Virtual Organization, Conference Celebrating the Work and Life of Gerry DeSanctis, Duke University.

Pamela E. Carter (2006), Managing Environment Knowledge: A Dialectical Problem of Practice in Developing Countries, Caribbean Conference on Information Systems.

Pamela E. Carter (2003), Data Management: A Two-day Seminar, Republic of South Africa, Dept. of Water Affairs and Forestry.

Pamela E. Carter (2002), Acquiring Data from and Disseminating Data to Many Different Stakeholders, Republic of South Africa, Dept. of Water Affairs and Forestry.

Pamela E. Carter (2001), Incorporating Time and Context: Research Frameworks for Technology Diffusion, DIGIT (Diffusion Interest Group in Information Technology) Conference.

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## TEACHING

### COURSES TAUGHT

#### North Carolina A&T State University (NCATSU)

Introduction to Management Information Systems, MGMT 241  
Employee Relations, MGMT 734  
Contemporary Issues in HRM (HR Analytics/HRIS), MGMT 735  
E-Business and E-Commerce Management, MGMT 746

#### Florida State University (FSU)

Foundations of MIS, ISM 3003  
Introduction to Business Processes, ISM 3004  
Introduction to MIS, ISM 3011  
COBOL, CGS 3403  
MIS Analysis and Design, ISM 4113  
Knowledge Management and Business Intelligence, ISM 5428

#### University of Oklahoma (OU)

C Programming, MIS 3013  
IS Infrastructure, MIS 3363  
Honors Research, MIS 3980

#### Northern Virginia Community College (NVCC)

Keyboarding, OFT 111  
Information and Records Management, OFT 137  
Word Processing I and II, OFT 141 and 142  
Business Communications, OFT 205  
Office Administration I and II, OFT 243 and 244

### ONLINE COURSE DEVELOPMENT DOMAINS

Accounting	Industrial/Organizational Psychology
Applied Computer Science	Knowledge Management
Computer Information Security	Management
Criminal Justice	Management Information Systems
Entrepreneurship	Management of Engineering and Technology
Finance	Marketing
Health Care Administration	Organizational Leadership
Human Resources Management	Project Management
Homeland Security	Public Administration
International Business	

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## SERVICE

### UNIVERSITY/COLLEGE

Curriculum Committee, Community College of Philadelphia, 2017-present  
Co-Chair, Academic and Student Success Master Plan Committee, 2017  
Liaison, American Council of Education Pennsylvania Women's Network, 2016-present  
Technology Coordinating Committee, Community College of Philadelphia, 2016-present  
Academic Affairs Committee, Northcentral University, 2014-2015  
WASC Regional Accreditation Self-study Committee, Northcentral University, 2014-2015  
HLC Regional Accreditation Self-study Committee, Northcentral University, 2013-2015  
Policies, Procedures, and Information Flow Committee, NCATSU, 2010-2011  
Graduate Council, NCATSU, 2009-2011

Co-Developer and Facilitator, "Developing Student Learning Outcomes" Faculty Workshops, NCATSU, 2010  
Enrollment Management Processes Strategic Planning Subcommittee, NCATSU, 2010  
Academy of Teaching and Learning Advisory Board, NCATSU, 2009-2010  
Women and Leadership Committee, FSU, 2007-2008  
Athletic Committee, FSU, 2007-2008  
LeaderShape Cluster Facilitator, FSU, 2007  
Library Committee, OU, 2002-2004

## **SCHOOL/COLLEGE**

Assurance of Learning Committee/Task Force, School of Business and Economics, NCATSU, 2009-2011  
MBA Task Force, School of Business and Economics, NCATSU, 2009-2010  
Chair, SAP Task Force, School of Business and Economics, NCATSU, 2009  
Graduate Appeals Committee, College of Business, FSU, 2005  
Publications Committee, Price College of Business, OU, 2001-2004  
Student Representative, Ph.D. Policy Committee, College of Business, FSU, 1998-1999  
Computer Information Systems and Office Systems Technology Curriculum Task Force, NVCC, 1994-1995

## **DEPARTMENT**

Promotion and Tenure Committee, Management Department, NCATSU, 2011  
Curriculum Committee, Management Department, NCATSU, 2009-2010  
Chair, MIS Program Marketing Task Force, Management Department, NCATSU, 2009-2010  
Chair, MIS Degree Program and Curriculum Task Force, Management Department, NCATSU, 2008-2010  
Initiator and Coordinator, MIS @ the Movies, MIS Department, FSU, 2005, 2007-2008  
Scholarship Committee, MIS Department, FSU, 2006-2008  
Faculty Recruitment Committee, MIS Department, FSU, 2006-2007  
Women in IT Symposium Committee, MIS Department, FSU, 2005-2006  
Initiator and Coordinator, IS Doctoral Student Brown Bag Sessions, FSU, 2005  
Undergraduate AACSB Committee, MIS Department, FSU, 2005  
Marketing Committee, MIS Department, FSU, 2005  
P&T Publications Requirements Committee, MIS Unit, OU, 2002-2003  
Faculty Recruitment Committee, MIS Unit, OU, 2001

## **LOCAL COMMUNITY**

Member, Philabundance Operating Committee, Philadelphia, PA, 2017-present  
Co-Lead, Triad Area, itSMF-USA Central North Carolina Local Interest Group, 2009-2010  
Guest Speaker, Hillside High School, Durham, NC, 2009  
IT Curriculum Development and Volunteer Training, Young Black Male Discovery Project, Leon County School System, Tallahassee, FL, 2007-2008  
Teacher Collaborations to Incorporate MIS Concepts into Curriculum, Rickards High School, Tallahassee, FL, 2007-2008

## **ACADEMIC DISCIPLINE**

### **Associations**

Member, Special Interest Group Committee, Association of Information Systems 2008-2011  
Academic Liaison, Information Systems Audit and Control Association, 2009-2011  
Past-Chair, SIGADIT, Association for Information Systems, 2009  
Chair, SIGADIT, Association for Information Systems, 2008  
Chair-Elect, SIGADIT, Association for Information Systems, 2007  
Dissertation of the Year Selection Committee, Decision Sciences Institute, 2007  
Best Published Paper Selection Committee, Academy of Management, OCIS Division, 2007  
VP Meetings, SIGADIT, Association for Information Systems, 2006  
PhD Fellowship Committee, National Black MBA Association, 2006  
Academic Liaison, Information Systems Audit and Control Association, 2002-2005  
IS Faculty Project Committee, 2002-2005  
PhD Student Representative, Academy of Management Council, 1999-2000  
President, Doctoral Business Students Association, Florida State University, 1998-1999

## **Conferences**

Mini-Track Chair, "Workforce and Talent Management", Americas Conference on Information Systems, 2011  
Associate Editor, "Behavioral Issues in IS" Track, International Conference on Information Systems, 2011  
Planning Committee, PhD Project National Conference, 2002-2010  
Associate Editor, "IT Services" Track, International Conference on Information Systems, 2010  
Associate Editor, European Conference on Information Systems, 2009  
Mini-Track Chair, "Supporting Diversity in IS Education", Americas Conference on Information Systems, 2009  
Mini-Track Chair, "Research Methods in IT Adoption and Diffusion Research", Americas Conference on Information Systems, 2009  
Associate Editor, European Conference on Information Systems, 2008  
Associate Editor, "Social Aspects of IS" Track, International Conference on Information Systems, 2008  
Track Chair, "IT Diffusion" Track, Americas Conference on Information Systems, 2008  
Mini-Track Chair, "Building on Classic Theories to Reach New Heights in Adoption and Diffusion Research" Americas Conference on Information Systems, 2007  
Associate Editor, "IT for Underserved Communities" Track, International Conference on Information Systems, 2006  
10<sup>th</sup> Anniversary Chair Fundraising and Planning, PhD Project IS Doctoral Student Association Conference, 2006  
Program Chair, DIGIT Workshop, 2005  
Associate Editor, "Management of Information Technology & Systems" Track, International Conference on Information Systems, 2004  
Track Chair, "Emerging Information Technologies," 2004 DSI Conference, 2003-2004  
Conference Chair, IS Faculty Project, 2002-2004  
Planning Committee, PhD Project IS Doctoral Student Association Conference, 2001-2003  
Program Committee, INFORMS Conference on Information Systems and Technology, 2002  
Co-Chair, New Doctoral Students Consortium, Academy of Management, 1997-1999

## **Doctoral Consortia**

Co-Chair, ACM SIGMIS Doctoral Consortium on Computer Personnel Research, 2009-2010  
Faculty Advisor, ACM SIGMIS Doctoral Consortium on Computer Personnel Research, 2008-2009

## **AD HOC REVIEWER**

### **Journals**

MIS Quarterly, Information Systems Research, Organization Science, European Journal of Information Systems, The Data Base for Advances in Information Systems, Omega: The International Journal of Management Science, Information Systems Journal, Information Systems Management, Journal of Management, Information, Technology and People, Journal of Information Technology and Management, IEEE Transactions on Engineering Management

### **Conferences**

Academy of Management Conference, International Conference on Information Systems, Decision Sciences Institute, Americas Conference on Information Systems, Hawaii International Conference on System Sciences, Diffusion Interest Group in Information Technology Conference, European Conference on Information Systems

## **COACHING / MENTORING / ADVISING**

Student Advising, Management Department, NC A&T State University, 2008-2010  
PhD Student and Junior Faculty Mentoring, PhD Project, 2000-2010  
Faculty Mentor, Junior Faculty Consortium, International Conference on Information Systems, 2010  
Panelist, PhD Project IS Doctoral Student Association Conference, 2005-2010  
Panelist, MIS Breakout Session, PhD Project National Conference, 2001-2010  
Faculty Advisor, Black Female Development Circle, Florida State University, 2006-2008  
Faculty Advisor, INROADS Student Association, Florida State University, 2005-2006  
Panelist, Black Experience in Graduate School, Florida State University, 2006  
Panelist, Meet the Black Faculty, Florida State University, 2005, 2006

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## HONORS AND AWARDS

Best Reviewer Award, *Information Systems Research* (top-tier journal) and INFORMS Information Society, 2008  
Distinguished Service Recognition, Association of Information Systems SIGADIT, 2008  
Best Published Paper in 2005, Academy of Management, OCIS Division, 2006  
2005 Reviewer of the Year – Honorable Mention, *MIS Quarterly* (top-tier journal), 2006  
Circle of Compadres Honoree, PhD Project, IS Doctoral Student Association, 2005  
Halliburton Partners-in-Learning Award, Price College of Business, University of Oklahoma, 2002  
Ralph E. Powe Junior Faculty Enhancement Award, Oak Ridge Associated Universities, 2002  
KPMG Doctoral Scholar and Fellowship Recipient, 1997-2000  
International Conference on Information Systems Doctoral Consortium, 1999  
College of Business Fellowship, Florida State University, 1995-1998  
Irwin Distinguished Paper Award First Runner-Up, Southwest Academy of Management Conference, 1997  
University Fellowship, University of Maryland, 1993-1994  
Scholarship, National Black MBA Association, Washington, DC Chapter, 1993-1994

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## PROFESSIONAL AFFILIATIONS

ISACA (Information Systems Audit and Control Association)  
Project Management Institute  
Society for College and University Planning  
Society for Human Resource Management  
The PhD Project