

DIANE E. BAILEY

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DEGREES

- Ph.D.** University of California, Berkeley, Industrial Engineering and Operations Research, 1994
- M. S.** University of California, Berkeley, Operations Research, 1990
- B. S.** University of California, Berkeley, Industrial Engineering and Operations Research, 1988, High Honors and Departmental Citation

ACADEMIC EMPLOYMENT

Cornell University – College of Agriculture and Life Sciences
Geri Gay Professor of Communication, 2019 – present
Department of Communication

University of Texas at Austin – School of Information
Associate Professor, 2013 – 2019; Assistant Professor, 2009 – 2013

Stanford University – School of Engineering
Terman Fellow and Jack A. McCullough Scholar and Assistant Professor
Department of Management Science & Engineering, 1998 – 2009

University of Southern California – School of Engineering
Fred O’Green Chair and Assistant Professor
Department of Industrial and Systems Engineering, 1994 – 1998

RESEARCH AWARDS AND HONORS

*16 awards and honors,
including an NSF
CAREER award in
engineering and best
paper awards across 4
disciplines:
management,
communication,
engineering, and
library studies*

Paper Awards

- Carolyn P. Dexter Award Nominee (for best international paper, with Caroline Stratton), Organizational Communication and Information Systems Division of the Academy of Management, 2020
- Best Article Award (with Paul M. Leonardi), *Academy of Management Discoveries*, 2018
- Outstanding (Published) Article Award (with Paul M. Leonardi), Organizational Communication Division, National Communication Association, 2017
- Reference Research Review (with Tiffany LeMaistre, Rebecka L. Embry, and Lindsey L. Van Zandt), Reference and Users Services Association of the American Library Association, 2012
- Best Published Paper (with Paul M. Leonardi and Jan Chong), Organizational Communication and Information Systems Division of the Academy of Management, 2011
- Management Best Paper Proceedings and Cross-Divisional Paper (with William C. Barley and Paul M. Leonardi), Organizational Communication and Information Systems Division of the Academy of Management, 2011
- Best Paper Proceedings (with Carlos Rodriguez-Lluesma), Management and Organizational Cognition Division of the Academy of Management, 2005
- Best Paper Proceedings (with Julie Gainsburg), Technology and Innovation Management Division of the Academy of Management, 2004
- Best Paper Award (with Pamela J. Hinds), Organizational Communication and Information Systems Division of the Academy of Management, 2000
- Best Paper (Publication Award), *IEEE Transactions Engineering Management Society*, 1998
- Doctoral Dissertation Award, Institute of Industrial Engineers, 1995

National Academy of Engineering (NAE) Frontiers Symposia

- Invited Participant, NAE and DFG-German Research Association's First German-American Frontiers of Engineering Symposium, Dresden, Germany, 1998. Thirty early career U.S. engineers were selected to join 30 German counterparts in this meeting; I was the sole U.S. industrial engineer.
- Invited Participant, NAE, First Annual Symposium on Frontiers of Engineering, 1995. Sixty early career U.S. engineers were selected from National Academy of Engineering nominations to participate in this meeting, the first of the Frontiers series; I was the sole industrial engineer.

Honors with Funding

- National Science Foundation CAREER Program Award, Design, Manufacture, and Industrial Innovation Directorate, 1997
- Graduate Fellow, Semiconductor Research Corporation Education Alliance, 1992-1994
- President's Fellow, University of California, Berkeley, 1989-1992

TEACHING AWARDS AND HONORS

8 teaching awards and honors across 3 universities

The University of Texas at Austin

- Provost's Teaching Fellow (Home Fellow, 2016-2018; Senior Fellow, 2018-2019)
- Society for Teaching Excellence, 2011
- Nomination, UT Professor of the Year, 2010

Stanford University

- Undergraduate Teaching Award, Department of Management Science and Engineering, 2001
- Faculty Teaching Award, Department of Industrial Engineering and Engineering Management, 1999

University of Southern California

- Alpha Pi Mu and Omega Rho Award for Excellence in Teaching and Dedication to Students, Department of Industrial and Systems Engineering, 1997
- Outstanding Teaching Award for Industrial and Systems Engineering, School of Engineering, 1995 and 1996

SERVICE AND LEADERSHIP AWARDS AND HONORS

Leadership Texas. Nominated by President Fennes and selected as UT Austin's sole faculty representative among nominations from each school and college to this state-wide women's leadership experience across political, economic, and public life, 2019

Outstanding Associate Editor Award, Organizational Communication and Information Systems Division, Academy of Management, 2015

BOOK

Bailey, Diane E. and Leonard, Paul M. 2015. *Technology Choices: Why Occupations Differ in Their Embrace of New Technology.* MIT Press, Acting with Technology Series, B. A. Nardi, V. Kaptelinin and K. Foot, Series Editors, 278 pgs.

REFEREED JOURNAL PUBLICATIONS

27 journal papers, most featuring comparative designs and intensive, large-scale, qualitative field research

Bailey, Diane E. and Barley, Stephen R. (2020). Beyond design and use: How scholars should study intelligent technologies. *Information and Organization.* <https://doi.org/10.1016/j.infoandorg.2019.100286>

Stratton, Caroline, **Bailey,** Diane E., and Leonard, Paul M. (2020). Translating national discourse into teaching and learning outcomes: Portability and connectivity in developing countries' ICT in education (ICT4E) initiatives. *New Media and Society,* 22(12): 2083-2107.

Leonardi, Paul M., **Bailey**, Diane E., and Pierce, Casey S. 2019. The co-evolution of objects and boundaries over time: Materiality, affordances, and boundary salience. *Information Systems Research*, 30(2): 665-686.

Bailey, Diane E., Diniz, Eduardo H., Nardi, Bonnie A., Leonardi, Paul M. and Sholler, Dan. 2018. A critical approach to human helping in information systems: Heteromation in the Brazilian correspondent banking system. *Information and Organization*, 28(3): 111-128.

Leonardi, Paul M. and **Bailey**, Diane E. 2017. Recognizing and selling good ideas: Network articulation and the making of an offshore innovation hub. *Academy of Management Discoveries*, 3(2): 116-144. Winner, 2018 Best Article Award, *Academy of Management Discoveries* and 2017 Outstanding Article Award, *National Communication Association Organizational Communication Division*.

Leonardi, Paul M., **Bailey**, Diane E., Diniz, Eduardo H., Sholler, Dan, and Nardi, Bonnie. 2016. Multiplex appropriation in complex systems implementation—The case of Brazil's correspondent banking system. *MIS Quarterly*, Special Issue on ICT and Societal Challenges, 40(2): 461-473.

Diniz, Eduardo H., **Bailey**, Diane E., and Sholler, Dan. 2014. Achieving ICT4D project success by altering context, not technology. *Information Technologies & International Development*, 10(4): 15-29.

Bailey, Diane E., Leonardi, Paul M. and Barley, Stephen R. 2012. The lure of the virtual. *Organization Science*, 23(5): 1485-1504.

LeMaistre, Tiffany, Embry, Rebecka L., Van Zandt, Lindsey L., and **Bailey**, Diane E. 2012. Role reinvention, structural defense, or resigned surrender: Institutional approaches to technological change in reference librarianship. *Library Quarterly*, 82(3): 241-275. Selected for 2012 Reference Research Review.

Barley, William C., Leonardi, Paul M., and **Bailey**, Diane E. 2012. Engineering objects for collaboration: Strategies of ambiguity and clarity at knowledge boundaries. *Human Communication Research*, 38(3): 280-308.

Bailey, Diane E. and Barley, Stephen R. 2011. Teaching-learning ecologies: Mapping the environment to structure through action. *Organization Science*, 22(1): 262-285.

Gainsburg, Julie, Rodriguez-Lluesma, Carlos, and **Bailey**, Diane E. 2010. A “knowledge profile” of an engineering occupation: Temporal patterns in the use of engineering knowledge. *Engineering Studies*, 2(3): 197-219.

Bailey, Diane E., Leonardi, Paul M., and Chong, Jan. 2010. Minding the gaps: Understanding technology interdependence and coordination in knowledge work. *Organization Science*, 21(3): 713-730. Winner, *Academy of Management Organizational Communication and Information Systems Division 2011 Best Published Paper Award*.

Leonardi, Paul M. and **Bailey**, Diane E. 2008. Transformational technologies and the creation of new work practices: Making implicit knowledge explicit in task-based offshoring. *MIS Quarterly*, 32(2): 411-436.

Bailey, Diane E. and Barley, Stephen R. 2005. Return to work: Towards post-industrial engineering. *IIE Transactions*, 37(8): 737-752.

Hinds, Pamela J. and **Bailey**, Diane E. 2003. Out of sight, out of sync: Understanding conflict on distributed teams. *Organization Science*, 14(6): 615-632. Winner, *Academy of Management Organizational Communication and Information Systems Division 2011 Best Paper Award*.

Bailey, Diane E. and Kurland, Nancy B. 2002. A review of telework research: Findings, new directions, and lessons for the study of modern work. *Journal of Organizational Behavior*, 23(4): 383-400.

Dessouky, Maged M., Verma, Sushil, **Bailey**, Diane E., and Rickel, Jeff. 2001. A methodology for developing a web-based factory simulator for manufacturing education. *IIE Transactions*, 33(3): 167-180.

Bailey, Diane E. 2000. Modeling work group effectiveness in high-technology manufacturing environments. *IIE Transactions*, 32(4): 361-368.

Bailey, Diane E. 1999. Challenges of integration in semiconductor manufacturing firms. *IEEE Transactions on Engineering Management*, 46(4): 417-428.

Kurland, Nancy B. and **Bailey**, Diane E. 1999. Telework: The advantages and challenges of working here, there, anywhere, and anytime. *Organizational Dynamics*, 28(2): 53-68.

Bailey, Diane E., Settles, F. Stan, and Sanrow, Dede. 1999. Applying continuous quality techniques to a research environment. *Quality Management Journal*, 6(2): 62-77.

Dessouky, Maged M., **Bailey**, Diane E., Verma, Sushil, Adiga, Sadashiv, Bekey, George A., and Kazlauskas, Edward J. 1998. A virtual factory teaching system in support of manufacturing education. *Journal of Engineering Education*, 87(4): 459-467.

Bailey, Diane E. 1998. Comparison of manufacturing performance of three team structures in semiconductor plants. *IEEE Transactions on Engineering Management*, 45(1): 20-32. Winner, 1998 *IEEE Transactions Publication Award*.

Cohen, Susan G. and **Bailey**, Diane E. 1997. What makes teams work: Group effectiveness research from the shop floor to the executive suite. *Journal of Management*, 23(3): 239-290.

Bailey, Diane E. 1997. Manufacturing improvement team programs in the semiconductor industry. *IEEE Transactions on Semiconductor Manufacturing*, 10(1): 1-10.

Bailey, Diane E. and Adiga, Sadashiv. 1997. Measuring manufacturing work group autonomy. *IEEE Transactions on Engineering Management*, 44(2): 158-174.

REFEREED
CONFERENCE
PROCEEDINGS

*15 conference papers,
including 5 Academy of
Management best paper
proceedings across 3*

Stratton, Caroline and **Bailey**, Diane E. 2020. Pathways of Enactment to and from Organizing Visions: Evidence from Three South American Countries' Embrace of ICT4D, *Academy of Management Best Paper Proceedings*, Vancouver, Canada (virtual), 2020. <https://doi-org.proxy.library.cornell.edu/10.5465/AMBPP.2020.154>

Stratton, Caroline, Sholler, Dan, **Bailey**, Diane E., Leonardi, Paul M., Rodriguez-Lluesma, Carlos. 2016. Competing institutional logics in ICT4D education projects: A South American study. *ICTD 2016*, Ann Arbor, MI. doi>10.1145/2909609.2909665

Meyer, Samantha R., Pierce, Casey S., Kuo, Yubo, Leonardi, Paul M., Nardi, Bonnie A.,

and **Bailey**, Diane E. 2015. Offshoring digital work, but not physical output: Differential access to task objects and coordination in globally distributed automotive engineering and graphic design work. *Hawaii International Conference on System Sciences (HICSS)*, pp. 1758-1767. doi>10.1109/HICSS.2015.213

Diniz, Eduardo H., **Bailey**, Diane E., Dailey, Stephanie L., and Sholler, Dan. 2013. Bridging the ICT4D design-actuality gap: "Human ATMs" and the provision of financial services for "humble people." *CONF-IRM 2013 Proceedings*. Paper 13, 31 pgs., Natal, Brazil, <http://aisel.aisnet.org/confirm2013/13>.

Barley, William C., Leonardi, Paul M., and **Bailey**, Diane E. 2011. Engineering objects for collaboration: Strategies of ambiguity and clarity at knowledge boundaries, 6 pgs. *Academy of Management Best Paper Proceedings*, San Antonio, TX, OCIS. <https://doi.org/10.5465/ambpp.2011.65869194>

Rodriguez-Lluesma, Carlos and **Bailey**, Diane E. 2005. How is knowledge present in action? Exploring three knowledge distinctions. *Academy of Management Best Paper Proceedings*, Honolulu, HI, p. 61 (MOCH.pdf on CD-ROM).

Bailey, Diane E. and Gainsburg, Julie. 2004. A profile of knowledge use in technical work. *Academy of Management Best Paper Proceedings*, New Orleans, LA, p. 111 (TIML.pdf on CD-ROM).

Hinds, Pamela J. and **Bailey**, Diane E. 2000. Virtual team performance: Modeling the impact of temporal and geographic virtuality. *Academy of Management Best Paper Proceedings*, Toronto, Canada, OCIS C1-C6.

Hinds, P. J. and **Bailey**, D. E. 1999. Virtual Teams: A Typology and Research Agenda. *Proceedings of the Eighth Industrial Engineering Research Conference*, Phoenix, Arizona, CD-ROM (Track 4, p. 38). (abstract refereed, only abstracts appear in proceedings)

Bailey, D. E., Van Aken, E. M. Cohen, S. G. 1998. What makes a team? Issues of aggregating individual responses to group level measures. With E. Van Aken and S. Cohen. *Proceedings of the Seventh Industrial Engineering Research Conference*, Banff, Canada, CD-ROM (Track 8 Sunday Session 4). (abstract refereed, full paper appears)

Bailey, D. E., Nicolaou, M., Kapoor, M. and Soegijoko, R. 1998. Defining and measuring project team autonomy. *Proceedings of the Seventh Industrial Engineering Research Conference*, Banff, Canada, CD-ROM (Track 8 Sunday Session 4). (abstract refereed, full paper appears)

Bailey, D.E., Kapoor, M., and Nicolaou, M. 1998. Team behaviors and corporate values: an empirical examination of cross-functional development teams. *Proceedings of the Seventh Industrial Engineering Research Conference*, Banff, Canada, CD-ROM (Track 8 Sunday Session 4). (abstract refereed, full paper appears)

Bailey, D. E., Dessouky, M.M., Verma, S., Adiga, S., Bekey, G. and Kazlauskas, E. 1997. A virtual factory for manufacturing education. *Proceedings of the Sixth Industrial Engineering Research Conference*, Miami, FL, 879-884.

Bailey, D.E. 1996. A quantitative assessment of manufacturing team influence on work group performance. *Proceedings of the Fifth Industrial Engineering Research Conference*, Minneapolis, MN, 533-538.

Bailey, D.E. 1996. In the eyes of the beholder: Employee perceptions of

manufacturing improvement team programs. *Proceedings of the Fifth Industrial Engineering Research Conference*, Minneapolis, MN, 527-532.

REFEREED CONFERENCE PRESENTATIONS

*9 recent papers without
proceedings*

Bailey, Diane E. and Barley, Stephen R. 2018. Why organizational scholars of technology and work should attend to the “should” question of artificial intelligence and the future of work, 24 pgs. 20th IESE International Symposium on Ethics, Business and Society, Barcelona, Spain.

Sholler, Dan and **Bailey**, Diane E. 2016. Big data technology implementations: structural, agential, and social influences on organizational outcomes, 36 pgs. European Group for Organizational Studies, Naples, Italy.

Pierce, Casey S., Meyer, Samantha, Leonardi, Paul M., **Bailey**, Diane E., Nardi, Bonnie A., and Kuo, Yubo. 2016. Lost in object translation: Coordination in distributed auto engineering and graphic design work, 31 pgs. European Group for Organizational Studies, Naples, Italy.

Stratton, Caroline and **Bailey**, Diane E. 2016. Innovation outside the R&D lab, 22 pgs, 4S/EASST Conference, Barcelona, Spain.

Dailey, Stephanie L., Pierce, Casey S., **Bailey**, Diane E., Leonardi, Paul M., and Nardi, Bonnie A. 2015. Being creative within the box: Occupational identities with incongruent images and practices, 53 pgs. National Communication Association Annual Convention, Las Vegas, NV.

Stratton, Caroline and **Bailey**, Diane E. 2015. A turn to Latin America: Improving theory development in the ICT4D literature. iConference, preliminary papers, 11 pgs, Irvine, CA.

Leonardi, Paul M., Pierce, Casey S., and **Bailey**, Diane E. 2014. Objects at boundaries: Communication and knowledge in global organizations, 26 pgs, National Communication Association Annual Convention, Chicago, IL.

Stratton, Caroline and **Bailey**, Diane E. 2014. The unfavored region: The absence of Latin America in ICT4D research, 24 pgs. *4S Annual Meeting*, Buenos Aires, Argentina.

Bailey, Diane E., Diniz, Eduardo H., Nardi, Bonnie A., Leonardi, Paul, M., and Sholler, Dan. 2014. Simple Technologies, Complex Social Problems: The Brazilian Correspondent Banking Case, 24 pgs. *4S Annual Meeting*, Buenos Aires, Argentina.

OTHER PUBLICATIONS

Bailey, Diane E., Faraj, Samer, Hinds, Pamela, Leonardi, Paul M., and von Krogh, Georg. 2022. We are all theorists of technology now: A relational view of emerging technology and organizing. Introduction to the Special Issue, “Emerging Technologies and Organizing.” *Organization Science* 33(1): 1-18.

Bailey, Diane E. 2022. Emerging technologies at work: Policy implications for workers, the workplace, and beyond. *Industrial Labor Review* 75(3): 527-551. Invited paper.

Bailey, Diane E., Barley, Stephen R., and Leonardi, Paul M. 2021. Wrestling with digital objects and technologies in studies of work. In Symon, G., Pritchard, K., and Hine, C. (Eds.) *Research Methods for Digital Work and Organization*, pp. 25-47. Oxford University Press.

Barley, Stephen R. and **Bailey**, Diane E. 2021. Managing the fears of studying technical work, 35 pgs. In Barley, S.R., *Work and Technological Change*, pp. 116-144. Clarendon Lectures in Management Studies, Oxford University Press.

Bailey, Diane E. and Erickson, Ingrid. 2019. Selling AI: The Case of Fully Autonomous Vehicles. *Issues in Science and Technology*, 35(3): 57-61.

Bailey, Diane E. 2018. Book review: Hamid R. Ekbia and Bonnie A. Nardi, Heteromation and Other Stories of Computing and Capitalism. *Organization Studies*, 39(8): 1127-1129.

Bailey, Diane E. 2017. Book review: Shifting practices: Reflections on technology, practice, and innovation. *Organization Studies*, 38(3-4): 564-567.

Leonardi, Paul M., **Bailey**, Diane E., and Cristea, Ioana C. 2017. Innovation. In C. Scott & L. Lewis (Eds.) *International Encyclopedia of Organizational Communication*: 1264-1278. Hoboken, NJ: Wiley.

Sholler, Dan, **Bailey**, Diane E., and Rennecker, Julie. 2016. Big data in medicine: Potential, reality, and implications. In Cassidy, S., Ekbia, H. and Mattioli, M. (Eds.), *Big Data is Not a Monolith*, 173-186. Boston, MA: MIT Press.

Bailey, Diane E. 2015. The future of work: Human brains should make choices about artificial ones. *Pacific Standard*, <https://psmag.com/economics/the-future-of-work-human-brains-should-make-choices-about-artificial-ones>

Leonardi, Paul M., **Bailey**, Diane E., and Barley, Stephen R. 2013. The digital organization: How virtuality impacts the way teams work. *IESE Insight*, 18 (Third quarter): 32-39.

Cohen, Susan G. and **Bailey**, Diane E. 1999. Making teams work: Implications for consulting practice. In Robert Golembiewski (Ed.), *Handbook of Organizational Consultation*, 2nd Edition: 219-233. New York: Marcel Dekker, Inc.

FUNDED RESEARCH AND PROJECTS

PI or Co-PI on over \$6.1M research

2021-2023	Cornell Institute for Digital Agriculture , Co-PI (with PI Louis Longchamps and Co-PIs Wendy Ju and Immanuel Trammer), \$75k, “Co-creating a human-machine interface better adapted for on-farm data recording, curation, management, and use.”
2021-2024	Hatch/Smith-Lever , Co-PI (with PI Louis Longchamps), \$171k, “Farmer-centric on-farm experimentation research”
2015	National Science Foundation , Computer & Information Science & Engineering, Information & Intelligent Systems, IIS- 1534945, PI, \$25,000, “Supporting Doctoral Students and other Investigators in their Pursuit of the Sciences of Sociotechnical Systems.” (workshop)
2014 – 2018	National Science Foundation , Computer & Information Science & Engineering, Information & Intelligent Systems, IIS- 1412924, PI (with PI Paul Leonardi, UC Santa Barbara), \$1M my funds in \$1.4M collaborative project, “CHS: Large: Collaborative Research: Achieving Development Goals with Information Technology”
2012 – 2016	Institute of Museum and Library Services , Laura Bush 21 st Century Librarian Program, Doctoral Programs, Co-PI (with Co-PI Bill Aspray), \$498k, “Preparing Tomorrow’s Faculty to Study the Work of 21 st Century Librarians”

- 2012 **Temple Teaching Fellowship**, School of Information, \$5k, “The Rhetoric of Telework”
- 2011 – 2014 **National Science Foundation**, Computer & Information Science & Engineering, Information & Intelligent Systems, IIS-1111237, PI (with PI Paul Leonardi, Northwestern, and PI Bonnie Nardi, UC Irvine), \$453k my funds in \$1.4M collaborative project, “HCC: Large: Collaborative Proposal: Information Technology, Remote Socialization, and the Development of Occupational Identity”
- 2009 – 2010 **National Science Foundation**, Social, Behavioral, and Economic Sciences, Science of Science Policy, SBE-0939858, PI (with PI Paul Leonardi), \$61k my funds in \$138k project funding, “Collaborative Research: Global Innovation and the Changing Nature of Domestic Engineering Work”
- 2004 – 2009 **National Science Foundation**, Information & Intelligent Systems, Human-Centered Computing, ITR for National Priorities, and Digital Society and Technologies, IIS-0427173, PI (with Co-PI Steve Barley), \$1.3M, “ITR: Transformation of Engineering Design: Digitization and Global Distribution of Engineering Work”
- 2000 – 2003 **National Science Foundation**, Computer & Information Science & Engineering, Information & Intelligent Systems, Digital Society and Technologies, IIS-0070468, PI (with Co-PI Steve Barley), \$300k, “Assessing the Role of Technology in the Work of Modern Engineers”
- 2001 – 2009 **General Motors Corporation**, (under lab directors Steve Barley and Bob Sutton), \$670k my funds in \$2M gift funding of Stanford-General Motors Collaboratory, “Study of Engineering Work”
- 1997 – 2001 **National Science Foundation**, Civil, Mechanical and Manufacturing Innovation, Integration Engineering, CAREER Award, CMMI-9996081/9701913, PI, \$200k, “CAREER: Teams, Task and Technology in High-Technology Manufacturing Industries”
- 1996 – 1998 **National Science Foundation**, Experimental and Integrative Activities, Engineering Education, EIA-9616373, PI (with Co-PIs Sushil Verma, Maged Dessouky, George Bekey, and Ed Kazlauskas), \$237k, “CRLT: Taming the Complexities of Modern Manufacturing: A Network Enabled Virtual Factory to Support Exploration and Learning in Engineering Education”
- 1998 **Southern California Studies Center**, Junior Faculty Award, Co-PI (with Co-PI Nancy Kurland), \$5k, “New Directions for Telework Literature”
- 1997 **Philips Corporation**, Co-PI (with Co-PI Geoffrey Shiflett), \$100k, “Technological Aids for Computer-Mediated Distance Work”
- 1997 **Semiconductor Research Corporation**, PI, \$45k, “An Investigation of Team Effectiveness across Three Team Structures in Semiconductor Manufacturing Facilities”

- 1996 – 1998 **CALTRANS PATH Project**, Co-PI (with PI Randolph Hall and Co-PI Maged Dessouky), \$126k, “Bus Riding Behaviors Prior to New Vehicle Technology Implementation”
- 1995 – 1996 **National Science Foundation**, Civil, Mechanical and Manufacturing Innovation, Integration Engineering and Human Resources Development, CMMI-9522753, PI, \$18k, “Research Planning Grant: Integration of the Engineering Function with Production in Semiconductor Manufacturing and Assembly”

SELECTED INVITED TALKS

Selected Workshop and Conference Invited Talks

- 11th International Process Symposium (PROS), Crete, Greece, keynote speaker, 2019
- University of Surrey, England, Research Methods for Digital Work: Innovative Methods for Studying Distributed and Multi-Modal Working Practices conference, keynote speaker, 2017
- Rice University, De Lange Conference on Humans, Machines and the Future of Work, keynote speaker, 2016
- Princeton University, The Ethnographer and the Network: Infrastructures for Collaborative Ethnography conference, invited talk, 2013
- Temple University, Digital Challenges in Innovation Research workshop, invited talk, 2008
- UC Davis, Conference on Qualitative Research, 2004
- *Organization Science* Winter Conference, Steamboat Springs, CO, 2003

Selected University Invited Talks

- Research Center for Work, Technology, and Organization, emlyon business school, France, 2020
- University of Warwick, England, Information Systems Management Group, Warwick Business School, 2017
- University of Colorado Boulder, Department of Information Science, distinguished lecture, 2017
- McGill University, Canada, Desautels Faculty of Management, 2013
- Fundação Getúlio Vargas (FGV), School of Business Administration, São Paulo, Brazil, 2012
- Erasmus University, Rotterdam School of Management, Netherlands, 2011
- University of Michigan, Ross School of Business, 2011
- University of California, Irvine, Department of Informatics, 2009
- University of California, Berkeley, Haas School of Business, Organizational Behavior and Industrial Relations Seminar, 2006
- MIT Sloan School of Business, Organization Studies Group, Boston, MA, 2004, 2000
- Royal Institute of Technology (joint with the Center for Advanced Studies in Leadership, Stockholm School of Economics), Kista, Sweden, 2002

Selected Industry and Institutional Invited Talks

- General Motors Corporation Technical Center, Bangalore, India, 2012
- Austin Forum, with Andrew Dillon and Randolph Bias, Austin, TX 2012
- IBM Almaden Research Lab, San Jose, CA, 2009
- Museum of Fine Arts, in conjunction with Ralph Lauren automotive exhibit, Boston, MA, 2007
- Palo Alto Research Center (PARC), Palo Alto, CA, 2004

PROFESSIONAL AFFILIATIONS

Academy of Management (AoM)

CHAired GRADUATED
DOCTORAL STUDENTS

12 graduated students in positions well suited to their interests, with several in leadership positions

Caroline Stratton, The University of Texas at Austin, 2018, “Orientation to Practice and Organizational Relationships in ICT4D: An Emerging Theory of Tie and Network Formation,” Donald D. Harrington Fellowship. Current position: Manager of the Digital Literacy Program, Austin Free-Net and Associate Researcher, Technology and Information Policy Institute, Moody College of Communication.

Daniel Sholler, The University of Texas at Austin, 2017, “Policy-driven Digital Infrastructure Development in the U.S. Healthcare Industry: Shifting from Local to National Resistance in New Information Technology Implementation,” McNair Scholar. Current position: Post-doctoral Researcher, Institute for Data Science, University of California, Berkeley, joint with University of Illinois Urbana-Champaign.

Eryn Whitworth, The University of Texas at Austin, 2017, “Hetero-Technic Cooperation with Computing and Non-Computing Technologies: A Study of the Transmodal Capacity of Prosodic Cues to Alleviate Asymmetric Access to Tactile Phenomena.” Current position: Post-doctoral Researcher, Oculus VR.

Julia Bullard, The University of Texas at Austin, 2017, Co-chair, “Classification Design: Understanding the Decisions between Theory and Consequence.” Current position: Assistant Professor, School of Library, Archival and Information Studies, The University of British Columbia.

Stephanie Dailey, The University of Texas at Austin, Co-chair, 2014, “What Happens Before Full-Time Employment? Internships as a Mechanism of Anticipatory Socialization,” Outstanding PhD Student, 2012, Organizational Communication. Current position: Assistant Professor, Communication Studies, Texas State University, San Marcos.

Carlos Rodriguez-Lluesma, Stanford University, 2009, “Structuring Emotion: Emotion as an Interface between Work and Organizational Structure.” Current position: Associate Professor, IESE Business School, Madrid, Spain.

Ingrid Erickson, Stanford University, 2008, “The Role of Location in Virtual Social Interaction via Locative Technologies.” Current position: Assistant Professor, School of Information Studies, Syracuse University.

Lynne Cooper, University of Southern California, 2008, “Talking Risk: The Conception and Management of Pre-Quantitative Risk in Project Teams,” Retired: Former Senior Engineer and Knowledge Strategist, Jet Propulsion Laboratory, Pasadena, CA.

Jan Chong, Stanford University, 2007, “Knowledge Sharing and Work Practice.” Current position: Senior Director of Engineering, Twitter, San Francisco, CA.

Paul Leonardi, Stanford University, Co-chair, 2007, “Organizing Technology: Toward a Theory of Socio-Material Imbrication,” Four Dissertation Awards, including *Gerardine DeSanctis Dissertation Award*, Academy of Management. Current position: Professor and Founding Director, Technology Management Program, University of California, Santa Barbara.

Monique Lambert, Stanford University, Co-chair, 2005, “Greater-Than, Equal-To, or Less-Than the Sum of the Parts: A Study of Collective Information Processing and Information Distribution in Real-Time Cross-Functional Design.” Current position: Principal, Monique H. Lambert & Associates, Los Altos, CA.

Julie Gainsburg, Stanford University, Co-chair, 2003, “The Mathematical Behavior of Structural Engineers.” Current position: Professor and Chair, Department of Secondary Education, California State University, Northridge, CA.

**CHAired CURRENT
DOCTORAL STUDENTS**

Zhi Ming (Zach) Tan
Micah Haskins

TEACHING

*High student ratings
(4.7 average at UT
Austin on 5-point scale)
across 11 iSchool*

*courses, with a focus on
technology, work, and
management*

Undergraduate (Cornell)

- Presenting Information Visually (created)
- Visual Communication (redesigned)
- Leading by Mentoring: Being a COMM-Unity Mentor

Doctoral Seminars (Cornell)

- Writing Seminar (created)

Master’s Core or Required Courses (UT Austin)

- Understanding Research (co-taught, redesigned)
- Professional Experience Project (authored course manuals)
- Introduction to Information Studies (redesigned)

Master’s Electives (UT Austin)

- Managing Information Organizations (formerly core, redesigned)
- Presenting Information (created)
- Technology and Work (created)
- Administration (created)

Doctoral Seminars (UT Austin)

- Work in the Age of AI, Robots, and Algorithms (created)
- Ethnography (created)
- Objects, Models, and Representations (created)
- Supervised Teaching (redesigned, Provost’s Teaching Fellow project)

Executive Education (UT Austin)

- Stanford Center for Professional Development, “Leading Effective Teams,” three-day project management course taught once or twice per year at Stanford, 2005-2018 (created and co-taught with Pamela Hinds and Stephen Barley)
- Stanford Center for Professional Development/Project Leadership Institute, “Managing without Authority” and “Understanding Power and Influence in Organizations,” modules created and taught once per year at Department of Energy laboratories, 2018

Undergraduate (prior to UT Austin, at USC and Stanford)

- Manufacturing System Design
- Production Planning and Control
- Technology and Work (created)
- Work, Organization, and Technology (created)
- Introduction to Industrial and Systems Engineering
- Senior Project

**EDUCATIONAL
PRODUCTIONS**

*2 videos and a
simulation tool to
promote STEM*

Executive Producer, educational video. *Mass Customization: Conversations with Innovators in Manufacturing*, a bestseller at Insight Media

Executive Producer (with Stephen Barley), educational video. *Hot Math, Cool Cars*, featuring footage from General Motors proving grounds

Designer and Creator (with Maged Dessouky and Sushil Verma), educational simulation tool, *Virtual Factory Teaching Simulator*, for factory dynamics

NATIONAL AND
INTERNATIONAL
LEADERSHIP
AND SERVICE

*Leader in national
professional
organizations, sought
expert, committed
editorial board member
and reviewer*

Invited Senior Mentor, KIN Summer School, Kin Center for Digital Innovation, VU Amsterdam, 2018

Program Committee Member, IFIP 8.2 2018 working conference, “Living with Monsters? Social Implications of Algorithmic Phenomena, Hybrid Agency and the Performativity of Technology,” 2018

Invited Senior Mentor, Academy of Management OCIS division’s Junior Faculty Consortium, 2015

Technical Program Co-Chair, iConference, Irvine, CA, 2015

Co-Director, Summer Research Institute, Consortium for the Science of Socio-Technical Systems, lead (Florence, CO, 2015), assistant lead (Columbia, MO, 2014)

Member, Steering Committee, Digital Society and Technologies Research Coordination Network, 2011 – 2015

Chair, Technology Management Section, INFORMS, Culmination of a five-year officer progression ending in 2006

Chair, Technology Management Section, INFORMS, Culmination of a five-year officer progression ending in 2006

Member, University Advisory Committee, Semiconductor Research Corporation industry association, 1999 – 2004

Invited Expert Speaker, Panelist or Board Member (non-conference)

- Keystone Research Center’s Heinz Endowments Future of Work Study, member of advisory board, 2018.
- “What’s at Stake in a 4th Industrial Revolution?” Computer History Museum, San Jose, CA, panelist, 2018
- “Workshop on Autonomous Vehicles in Society: Building a Research Agenda,” Michigan State University, Lansing, MI, speaker, 2018
- “AI and Automation: A Jobless Future,” Technology Policy Institute Aspen Forum, Aspen, CO, panelist, 2017
- “The Changing Workforce: Implications of Cyber Technologies,” Center for Advanced Study in the Behavioral Sciences, Stanford University, Palo Alto, CA, speaker, 2017
- “Information Technology, Automation, and the U.S. Workforce,” National Academies of Sciences, Engineering, and Medicine in Washington, D.C., panelist, 2015
- “The Changing Working Environment for Professional and Technical Workers,” Department for Professional Employees, AFL-CIO, Washington, D.C., speaker, 2015
- “Workshop on the Social, Economic and Workforce Implications of Big Data Analytics and Decision-Making,” Microsoft Innovation & Policy Center, Washington, DC, speaker, 2014

Member, Editorial Board

- *Academy of Management Discoveries*, 2020 – present
- *Organization Science*, 2007 – present
- *Production and Operations Management*, 2007 – present
- *MIS Quarterly*, special issue “Next-Generation Information Systems Theories,” 2019
- *Academy of Management Discoveries*, special issue “Changing Nature of Work,” 2016

- *International Journal of Organizational Design and Engineering*, 2009 – 2015
- *Journal of International Business Studies*, 2013 – 2014

Associate Editor

- *Engineering Studies*, 2008 – 2012
- Academy of Management OCIS division, 2015-2018

Special Issue Co-Editor

- *Organization Science* Special issue on emerging technologies and organizing, 2019-21
- *Engineering Management Journal* Special issue on teams, 1999

Participant, National Science Foundation review panels for SciSIP, Science of Design, CISE, ITR, since 1999

Ad hoc Reviewer: MIT Press, Palgrave Macmillan, *Academy of Management Journal*, *Management Science*, *Science & Technology Studies*, *Research Policy*, *Human Relations*, *Information Systems Research*, *Journal of Information Systems*, *International Journal of Information Technology & Management*, *Journal of Management Studies*, *Journal of Business Ethics*, *Canadian Journal of Administrative Sciences*, Academy of Management annual meeting (OCIS and TIM divisions), Technology, Mind, and Society conference, Research Council of Norway, Swiss National Science Foundation, and Israel Science Foundation

SCHOOL AND
UNIVERSITY
LEADERSHIP AND
SERVICE

Director, Cornell Institute for Digital Agriculture, 2022 – present

Member, Executive Committee, Cornell Institute for Digital Agriculture, 2021

Member, CALS Faculty Executive Committee (elected), 2021-2022

Founding Director, Information Institute, and Chair, Executive and Professional Education Committee, School of Information, UT Austin, 2011 – 2016

Director and Founding Member, Information Work Research Group, School of Information, UT Austin, 2011 – 2012

Chair, School of Information, UT Austin:

- Extended Budget Council (committee of all tenured faculty, oversees faculty mentoring and evaluation), School of Information, 2017 – 2018
- Graduate Studies Committee (committee of all tenured and tenure-track faculty, oversees academic programs and policies), School of Information, 2011, 2013-15
- Graduate Studies Committee, MS Identity Management and Security, 2015 – 2018
- University Academic Calendar Committee, 2011 – 2013; member, 2010-2011 (led university-wide effort for fall break)
- Curriculum Committee, School of Information, 2010 – 2011 (created and installed reduced master's core curriculum)

Mentor, junior faculty members, School of Information, UT Austin

Participant, inaugural cohort of the University of Texas Executive Management and Leadership Program (certificate received) for university leaders across schools, 2017

*Leader and active
participant in local
academic initiatives*

DIVERSITY AND
INCLUSION
LEADERSHIP AND
SERVICE

Leadership and Service (Cornell)

- Co-chair, CALS DEI SWOT committee, 2022
- Leader for Diversity and Inclusion, Department of Communication, 2021 – 2022
 - Teach 1-unit mentorship class

*Chosen to lead the
Texas iSchool's
inaugural efforts*

- Co-organize COMM-Unity mentoring program with Heather Crespin
- Foster events and programs in the department

Leadership and Service (UT Austin)

- Chair, Diversity and Inclusion Committee, School of Information, 2016 – 2018, member 2019
 - Conducted recruitment visits to Texas regional HBCUs and HSIs
 - Organized moderated meeting of women faculty to discuss equity issues
 - Created and analyzed school climate survey
 - Prepared 20-page report to provost on school diversity and inclusion (with status, plans, recommendations, and budget requests)
 - Co-organized “One School, One Book” diversity reading event
 - Managed \$9k budget, allocating funds to events and coordinating with student groups (e.g., iSchool pride, SAA) on events
 - Supported committee members as they organized student travel awards, poster awards, design logo contest, diversity statement workshops, speaker series, resource libraries, website content, and publicity materials
- Recruitment lead, with aid of Ted Gordon (Vice Provost for Diversity) and funding from Mark Smith (Dean of the Graduate School) and Eric Meyer (iSchool Dean), targeting HBCUs and HSIs in Texas
- Member, university Council for Racial and Ethnic Equity and Diversity (CREED), 2016 – 2019
- Member, University Gender Equity Council, 2018-2019
- Minority Liaison Officer, School of Information, 2016 – 2019

Professional Development Attended

Recruitment

- Faculty search committees
 - Cornell (4 hours, in-house)
 - UT Austin (3 hours, Big Ten Academic Alliance)
- Faculty recruitment strategies (2 hours, UT Office of the Vice President for Diversity and Community Engagement)
- Graduate student recruitment (1.5 hours, UT Graduate School)

Advocacy and Climate

- Disability advocacy (2 hours, UT Services for Students with Disabilities)
- LGBTQA+ allyship (4 hours, UT Gender and Sexuality Center)
- Title IX (1.5 hours, UT Title IX office)

Teaching

- Inclusive classrooms (2 hours, UT Office of the Vice President for Diversity and Community Engagement; 3.5 hours, Faculty Innovation Center and College of Liberal Arts)
- Mentorship (1.5 hours, VanCort Consulting)

Professional Development Created (UT Austin)

Inclusive classrooms (1 hour, co-created with Amelia Acker, 2018)