

# Lionel P. Robert Jr.

Core Faculty, Robotics Institute  
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## EDUCATION

**Ph.D.** Indiana University at Bloomington  
**M.B.** Indiana University at Bloomington  
**M.S.** University of Louisiana at Lafayette  
**M.S.** Clemson University  
**B.S.** University of Louisiana at Lafayette

## RESEARCH

### PUBLICATIONS

#### Journal Articles

Robert, L. P., Dennis, A.R. and Ahuja, M. (conditionally accepted in 2017). **Differences are Different: Examining the Effects of Communication Media on the Impacts of Racial and Gender Diversity in Decision-Making Teams**, *Information Systems Research (ISR)*, link to the preprint version coming soon.

Robert, L. P. and You, S. (accepted in 2017). **Shared Leadership, Trust and Autonomy in Virtual Teams**, *Journal of the Association for Information Science and Technology (JAIST)* link to the preprint version coming soon.

You, S. and Robert, L. P. (accepted in 2017). **Teaming Up with Robots: An IMOI (Inputs-Mediators-Outputs-Inputs) Framework of Human-Robot Teamwork**, *International Journal of Robotic Engineering, (IJRE)*, link to the preprint version coming soon.

You, S. and Robert, L. P. (accepted in 2017). **Emotional Attachment, Performance, and Viability in Teams Collaborating with Embodied Physical Action (EPA) Robots**, *Journal of the Association for Information Systems, (JAIS)*, link to the preprint version <http://hdl.handle.net/2027.42/136918>.

Robert, L. P. (2017). **The Growing Problem of Humanizing Robots**, *International Robotics & Automation Journal, (IRAJ)*, 3(1), link to the article on publisher's site <http://dx.doi.org/10.15406/iratj.2017.03.00043>, link to the author's copy <http://hdl.handle.net/2027.42/138018>.

Zhang, A. F., Livneh, D., Budak, C., Robert, L. P. Romero, D. (2017). **Crowd Development: The Interplay between Crowd Evaluation and Collaborative Dynamics in Wikipedia**, *Proceedings of the ACM on Human-Computer Interaction (PACM-HCI)*, 1(2), Article 119, November, link to the article on the publisher's site (not active yet) <https://doi.org/10.1145/3134754> and link to the author's copy <http://hdl.handle.net/2027.42/138122>.

Robert, L. P. and Sykes, T. (2017). **Extending the Concept of Control Beliefs: Integrating the Role of Advice Networks**, *Information Systems Research (ISR)*, 28(1), pp. 84–96.

<http://pubsonline.informs.org/doi/abs/10.1287/isre.2016.0666> or <http://hdl.handle.net/2027.42/134402>.

Robert, L. P. and Romero, D. (2017). **The Influence of Diversity and Experience on the Effects of Crowd Size**, *Journal of the Association for Information Science and Technology (JAIST)* 68(2), pp. 321-332.

<http://onlinelibrary.wiley.com/doi/10.1002/asi.23653/full>

Robert, L. P. (2016). **Healthy Divide or Detrimental Division? Subgroups in Virtual Teams**, *Journal of Computer Information Systems (JCIS)*, 56(3), pp. 253-260. <http://dx.doi.org/10.1080/08874417.2016.1153918>.

The preprint version <http://hdl.handle.net/2027.42/111876>

Windeler, J., Maruping, L., Robert, L. P., and Riemenschneider, C. (2015). **E-Identity, Conflict and Shared Understanding in Distributed Teams**, *Journal of the Association for Information Systems (JAIS)*, 16(7), pp. 608-645. <http://aisel.aisnet.org/jais/vol16/iss7/1>, Author's copy <http://hdl.handle.net/2027.42/111748>

<http://hdl.handle.net/2027.42/111748>

Dennis, A.R., Robert, L. P., Kowalczyck, S.T., Curtis, A. and Hasty, B.K. (2012). **Trust Is in the Eye of the Beholder: A Vignette Study of Postevent Behavioral Controls' Effects on Individual Trust in Virtual Teams**, *Information Systems Research (ISR)*, 23(2), pp. 546–558. Author's copy <http://hdl.handle.net/2027.42/116283>

Alnuaimi, O.A., Robert, L. P. and Maruping, L.M. (2010). **Team Size, Dispersion, and Social Loafing in Technology Supported Teams: A Theory of Moral Disengagement Perspective**, *Journal of Management Information Systems (JMIS)*, 27(1), pp. 203-230. Author's copy <http://hdl.handle.net/2027.42/116287>

Robert, L. P., Dennis, A.R., and Hung, C. (2009). **Individual Swift Trust and Knowledge-Based Trust in Face to Face and Virtual Team Members**, *Journal of Management Information Systems (JMIS)*, 26(2), pp. 241-279. Author's copy <http://hdl.handle.net/2027.42/116286>

Robert, L. P., Dennis, A.R. and Ahuja, M. (2008). **Social Capital and Knowledge Integration in Digitally Enabled Teams**, *Information Systems Research (ISR)*, 19(3), pp. 314-334; author's copy <http://hdl.handle.net/2027.42/116284>

Robert, L. P. and Dennis, A. (2005). **The Paradox of Richness: A Cognitive Model of Media Choice**, *IEEE Transactions on Professional Communication (IEEE-TPC)*, 48(1), pp. 10-21. Author's copy <http://hdl.handle.net/2027.42/116285>

Heady, R.B., Smith, M., Robert, L. P. and Logan, G.T. (1997). **Leadership in Authoring the Quality Management Literature**, *Journal of Quality Management (JQM)*, 2(1), pp. 139-149.

## Conference Proceedings

Robert, L. P. and You, S. (2018). Disaggregating the Impacts of Virtuality on Team Identification, Proceedings of the 20th ACM International Conference on Supporting Group Work (GROUP 2018). January 7–10, 2018, Sundial Island, FL, USA. (**23.4% Acceptance Rate**).

You, S., Ye, T., Robert, L. P. (2017). **Team Potency and Ethnic Diversity in Robot-Supported Dyadic Teams**, *Proceedings of the 38th International Conference on Information Systems (ICIS 2017)*, Dec 10-13, Seoul, Korea. Link to copy provided by the author <http://hdl.handle.net/2027.42/138124>. (**29.8% Acceptance Rate**).

Yao, X., and **Robert, L. P.** (2017). **Leveraging the Benefits of Multiple-Team Membership in Virtual Teams**, *Proceedings of the 38th International Conference on Information Systems (ICIS 2017)*, Dec 10-13, Seoul, Korea. Link to copy provided by the author <http://hdl.handle.net/2027.42/138127>. (**29.8% Acceptance Rate**).

Ye T., Pierce, C., Alahmad, R., **Robert, L. P.** (2017). **Race and Rating on Sharing Economy Platforms: The Effect of Race Similarity and Reputation on Trust and Booking Intention in Airbnb**, *Proceedings of the 38th International Conference on Information Systems (ICIS 2017)*, Dec 10-13, Seoul, Korea. Link to copy provided by the author <http://hdl.handle.net/2027.42/138125>. (**29.8% Acceptance Rate**).

**Robert, L. P.**, Ye T., Alahmad, R., Pierce, C. (2017). **Effect of Dispersion, Electronic Communication & Transactive Memory Systems on Team Performance**, in the *77th Academy of Management Proceedings, (AOM 2017)*, August 4-8, Atlanta, GA.

Ye, T., You, S., **Robert, L. P.** (2017). **When Does More Money Work? Examining the Role of Perceived Fairness in Pay on the Performance Quality of Crowdworkers**, in the *International AAAI Conference on Web and Social Media (ICWSM 2017)*, May 15-18, Montreal, CA. Link to the AAAI Publications Library: <https://aaai.org/ocs/index.php/ICWSM/ICWSM17/paper/view/15601>.

Zhang, A. F., Livneh, D., Budak, C., **Robert, L. P.** Romero, D. (2017). **Firewall of Chinese Wikipedia: The Effect of Censorship Shocks on Collaborative Crowds**, in the *International AAAI Conference on Web and Social Media (ICWSM 2017)*, May 15-18, Montreal, CA. Link to the AAAI Publications Library: <https://aaai.org/ocs/index.php/ICWSM/ICWSM17/paper/view/15682>.

Romero, D., Reinecke, K., **Robert, L. P.** (2017). **The Influence of Early Respondents: Information Cascade Effects in Online Event Scheduling**, in the *10th ACM International Web Search and Data Mining Conference (WSDM 2017)* pages 101-110, the link to the ACM Digital Library <https://doi.org/10.1145/3018661.3018725> Author's copy <http://hdl.handle.net/2027.42/134703>

Ye, T. and **Robert, L. P.** (2017). **Does Collectivism Inhibit Individual Creativity? The Effects of Collectivism and Perceived Diversity on Individual Creativity and Satisfaction in Virtual Ideation Teams**, in the *20th ACM Conference on Computer Supported Cooperative Work and Social Computing (CSCW 2017)*, Feb 25-March 1, Portland, OR. Author's copy <http://hdl.handle.net/2027.42/133953>

**Robert, L. P.** (2016). **Far but Near or Near but Far?: The Effects of Perceived Distance on the Relationship between Geographic Dispersion and Perceived Diversity** in the *34<sup>th</sup> ACM Conference on Human Factors in Computing Systems (CHI 2016)* the link to the ACM Digital Library <http://dx.doi.org/10.1145/2858036.2858534>

**Robert, L. P.** (2016). **Monitoring and Trust in Virtual Teams** in the *19<sup>th</sup> ACM Conference on Computer Supported Cooperative Work and Social Computing (CSCW 2016)* pages 245-259 "**Best Paper Award, Honorable Mention**" and the link to the ACM Digital Library <http://dx.doi.org/10.1145/2818048.2820076>

**Robert, L. P.** and Romero, D. (2015). **Crowd Size, Diversity and Performance** in the *33<sup>rd</sup> ACM Conference on Human Factors in Computing Systems (CHI 2015)* pages 1379-1382, April 18-23, 2015, Seoul, South Korea, and the link to the ACM Digital Library <http://dx.doi.org/10.1145/2702123.2702469>

Kim, J., You, S., Kamat, V., Sanghyun Lee, S. and **Robert, L. P.** (2015). **Evaluation of Human-Robot Collaboration in Construction Environments Using Immersive Virtual Environments** in the *International Conference on Construction Applications of Virtual Reality (CONVR 2015)* (See page 132) <http://www.convr2015.com/wp-content/uploads/2015/10/Web-Proceedings-CONVR2015.pdf>

Andoh-Baidoo, F.K., Asamoah, D. and **Robert, L. P.** (2015). **The Relationship between Institutional Pressures, Ethical Behavior and Extent of ERP Implementation: A Study of Organizations in a Sub-Saharan African Nation** in the *21<sup>st</sup> Americas Conference on Information Systems (AMCIS 2015)*, August 13-15, Puerto Rico

Tawfiq A., You, S. and **Robert, L. P.** (2015). **Examining the Influence of Alternative Technologies on the Group Technology Adoption Process** in the *75<sup>rd</sup> Academy of Management Proceedings (AOM 2015)*, August 7-11, Vancouver, B.C., Canada doi: 10.5465/AMBPP.2015.16464abstract

Munson, S., Kervin, K. and **Robert, L. P.** (2014). **Monitoring Email to Indicate Project Team Performance and Mutual Attraction** in the *17<sup>th</sup> ACM Conference on Computer Supported Cooperative Work and Social Computing (CSCW 2014)* pages 542-549. <http://dx.doi.org/10.1145/2531602.2531628>

**Robert, L. P.** (2013). **A Multi-level Analysis of the Impact of Shared Leadership in Diverse Virtual Teams** in the *16<sup>th</sup> ACM Conference on Computer Supported Cooperative Work (CSCW 2013)* pages 363-374, and the link to the ACM Digital Library <http://dx.doi.org/10.1145/2441776.2441818>

**Robert, L. P.**, Andoh-Baidoo, F.K and You, S. (2013). **Perceived Differences, Team Empowerment and Shared Leadership in Virtual Teams** in the *73<sup>rd</sup> Academy of Management Proceedings, (AOM 2013)*, (1), p.17336. doi:10.5465/AMBPP.2013.17336abstract

**Robert, L. P.**, and You, S. (2013). **Are You Satisfied Yet? Shared Leadership, Trust and Individual Satisfaction in Virtual Teams** in the *(iConference 2013)*, Fort Worth, Texas, USA. <http://hdl.handle.net/2142/39060>

Srinivasan, S., Maruping, L.M., and **Robert, L. P.** (2012). **Idea Generation in Technology-Supported Teams: A Multilevel Motivational Perspective** in the *45<sup>th</sup> Hawaii International Conference on System Sciences (HICSS 2012)* (Maui, Hawaii). **"Best Paper Nomination"** <http://dx.doi.org/10.1109/HICSS.2012.308>

Hung, C., Dennis, A, and **Robert, L. P.** (2012). **Trust Happens: A Multi-Route Model of Trust Formation in Virtual Teams** *Proceedings of JAIS 2012 Theory Development. Sprouts Working Papers on Information Systems*,12(21). <http://hdl.handle.net/2027.42/111878>

**Robert, L. P.**, McLeod, A., Davis, A. (2011). **ERP Configuration: Does Situation Awareness Impact Team Performance?** in the *44<sup>th</sup> Hawaii International Conference on System Sciences (HICSS 2011)* (Kauai, Hawaii). doi:10.1109/HICSS.2011.188

Srinivasan, S. S., Maruping, L.M., and **Robert, L. P.** (2010). **Mechanisms Underlying Social Loafing in Technology Teams: An Empirical Analysis** in the *International Conference on Information Systems (ICIS 2010)*, (St. Louis, Missouri). [http://aisel.aisnet.org/icis2010\\_submissions/183](http://aisel.aisnet.org/icis2010_submissions/183)

Newell, J.B., **Robert, L. P.**, Riemenschneider, C. Likoebe Maruping, L.M. (2009). **Influencing Individual Perceptions of Deep Level Diversity in Virtual Learning Teams (VLT)** in the *42<sup>th</sup> Hawaii International Conference on System Sciences (HICSS 2009)* (Big Island). doi:10.1109/HICSS.2009.252

Alnuaimi, O. Maruping, L.M. **Robert, L. P.** (2009). **Social Loafing in Brainstorming CMC Teams: The Role of Moral Disengagement** in the *42<sup>th</sup> Hawaii International Conference on System Sciences (HICSS 2009)* (Big Island). doi:10.1109/HICSS.2009.396

Newell, J.B, Maruping, L.M., Riemenschneider, C. and **Robert, L. P.** (2008). **Leveraging E-Identities: The Impact of Perceived Diversity on Team Social Integration and Performance** in the *International Conference on Information Systems (ICIS 2008)*, (Paris, France). <http://aisel.aisnet.org/icis2008/46>

Goyal, S., Maruping, L., and **Robert, L. P.** (2008). **Diversity and Conflict in Teams: A Faultline Model Perspective** in the *63<sup>rd</sup> Academy of Management (AOM 2008)* "**Accepted to the Best Paper Series**" (Anaheim, CA). doi:10.5465/AMBPP.2008.33640695

Hung, C., Dennis, A, and **Robert, L. P.** (2004). **Trust in Virtual Teams: An Integrative Model of Trust Formation** in the *37<sup>th</sup> Hawaii International Conference on System Sciences (HICSS 2004)* (Big Island). doi:10.1109/HICSS.2004.1265156

**Robert, L. P.** Pissinou, N. and Makki, S. (2000). **Third Generation Wireless Network: The Integration of GSM and Mobile IP** in the *2000 IEEE Wireless Communications and Networking Conference (Chicago, IL)*. doi:10.1109/WCNC.2000.904818

## **P u b l i s h e d P o s t e r s a n d E x t e n d e d A b s t r a c t s**

Ye, T., Reinecke, K. and **Robert, L. P.** (2017). **Personalized Feedback Versus Money: The Effect on Reliability of Subjective Data in Online Experimental Platforms** in the *20<sup>th</sup> ACM Conference on Computer Supported Cooperative Work and Social Computing Companion (CSCW 2017)*, pages 343-346, Feb 25-March 1, Portland, OR.

You, S. and **Robert, L. P.** (2016). **Curiosity vs. Control: Impacts of Training on The Performance of Teams Working with Robots** in the *19<sup>th</sup> ACM Conference on Computer Supported Cooperative Work and Social Computing Companion (CSCW 2016)* pages 449-252, Feb 27-March 2, San Francisco, CA. <http://dx.doi.org/10.1145/2818052.2869121>

Brooks, C., Stalburg, C. Dillahunt, T. and **Robert, L. P.** (2015). **Learn with Friends: The Effects of Student Face-to-Face Collaborations on Massive Open Online Course Activities** in the *2<sup>nd</sup> ACM Learning at Scale Conference (L@S 2015)*. <http://dx.doi.org/10.1145/2724660.2728667>

**Robert, L. P.** and You, S. (2015). **Subgroup Formation in Teams Working with Robots** in the *33<sup>rd</sup> ACM Conference Extended Abstracts on Human Factors in Computing Systems (CHI 2015)* pages 2097-2102, April 18-23, 2015, Seoul, South Korea. <http://dx.doi.org/10.1145/2702613.2732791>

You, S., **Robert, L. P.** and Riech, S. Y. (2015). **The Appropriation Paradox: Benefits and Burdens of Appropriating Collaboration Technologies** in the *33<sup>rd</sup> ACM Conference Extended Abstracts on Human Factors in Computing Systems (CHI 2015)* pages 1741-1746, April 18-23, 2015, Seoul, South Korea. <http://dx.doi.org/10.1145/2702613.2732919>

**Robert, L. P.** and You, S. (2014). **Human-Robot Interaction in Groups: Theory, Method, and Design for Robots in Groups** in the *18<sup>th</sup> ACM International Conference on Supporting Group Work (GROUP 2014)*, November 9–12, 2014, Sundial Island, FL, USA. <http://dx.doi.org/10.1145/2660398.2660426>

## **W o r k s h o p a n d S y m p o s i u m P a p e r s ( N o n - P u b l i s h e d )**

Ye, T. and **Robert, L. P.** (2017). **Cultural Differences in Participation Intention in The Sharing Economy** accepted to the CSCW in China and Beyond at *20<sup>th</sup> ACM Conference on Computer Supported Cooperative Work and Social Computing (CSCW 2017)*, Portland OR.

You, S. and **Robert, L. P.** (2017). **A Working Framework for Human-Robot Teamwork** accepted to the Robots in Groups and Teams Workshop at *20<sup>th</sup> ACM Conference on Computer Supported Cooperative Work and Social Computing (CSCW 2017)*, Portland OR.

You, S. and **Robert, L. P.** (2016). **Trust in Teams Working with Robots** presented at the Twelfth Annual AIS SIG Cognitive Research Workshop (**CORE 2016**), Dublin, Ireland.

**Robert, L. P.** and Ye, T. (2016). **Geographic Dispersion, Transactive Memory Systems and Team Creativity** to be presented at the *76<sup>rd</sup> Academy of Management Conference (AOM 2016)*, as part of a symposium on Advancing Research on Distributed Virtual Work: New Discoveries and Theoretical Developments.

**Robert, L. P.**, Andoh-Baidoo, F.K and You, S. (2015). **The Influence of Perceived Diversity on Team Psychological Empowerment and Shared Leadership in Virtual Teams** to be presented at the Diversity Research Publishing Workshop, at the *75<sup>rd</sup> Academy of Management Conference (AOM 2015)*.

**Robert, L. P.** and You, S. (2015). **Shared Team Leadership, Trust, Autonomy and Satisfaction in Virtual Teams**, to be presented at the *75<sup>rd</sup> Academy of Management Conference (AOM 2015)* as part of a symposium on Shared Leadership in Virtual Teams: Contingencies of Collective Team Leadership in Virtual Teams.

**Robert, L. P.** (2013). **Trust and Control in Virtual Teams: Unraveling the impact of Team Awareness Systems** in Virtual Teams presented at the *16<sup>th</sup> ACM Conference on Computer Supported Cooperative Work (CSCW 2013)* workshop on Trust in Virtual Teams: Theory. <http://goo.gl/vFFVzp>

Rieh, S.Y., **Robert, L. P.** and You, S. (2013). **Collaborative Information Evaluation at Work** presented at the *16<sup>th</sup> ACM Conference on Computer Supported Cooperative Work (CSCW 2013)* workshop on Tools and Collaborative Information Seeking: Consolidating the Past, Creating the Future. <http://goo.gl/6hUUBk>

**Robert, L. P.**, Dennis, A.R. and Ahuja, M. (2010). **Testing and Extending the Capabilities-Based Theory of Technology Use in Diverse Teams** presented at the *Ninth Annual SIG IS Cognitive Research Exchange Workshop (IS-CORE 2010)*, St. Louis, Missouri.

Boughzala, I., **Robert, L. P.**, Limayem, M., Setia, P. (2008). **Process dynamics across Team Technologies: Mediating Impacts on team performance**, presented at the University of Nebraska at Omaha Information Systems Workshop, Omaha, NE.

**Robert, L. P.**, Dennis, A.R. and Ahuja, M. (2005). **Theoretical Development of Social Capital and Knowledge Integration in Virtual Teams** presented at the *Journal of the Association for Information Systems (JAIS)* Theory Development Workshop, Las Vegas, Nevada.

Ahuja, M., **Robert, L. P.**, Chudoba, K., and McKnight, D. H. (2003). **Internal and External Identity in Virtual Teams** at the *2003 Academy of Management (AOM 2003)*, Seattle, Washington.

Ahuja, M., **Robert, L. P.** and K. Chudoba (2002). **Identity Formation among Virtual Workers** at the *2002 Academy of Management, (AOM 2002)*, Denver, Colorado.

## **B o o k**

**Robert, L. P. Social Capital and Knowledge Integration in Virtual Teams.** 2007. VDM Verlag Dr. Mueller e.K.. Germany. <http://www.amazon.com/Social-Capital-Knowledge-Integration-Virtual/dp/3639419669>

## Book Chapter

Robert, L. P. and Ahuja, M., **Do You Know Where You Belong?: Salient Identity Model (SIM) for Boundary Spanning Virtual Teams** pp. 387-404 in Fred Niederman and Thomas W. Ferratt (eds.), *IT Workers: Human Capital Issues in a Knowledge Based Environment*, 2006, Greenwich, CT.

## RESEARCH GRANTS

### **U.S. Army Tank Automotive Research Development and Engineering Center 2017-2019**

Co-PIs with D. Tilbury (\$300,000). The objective of this proposal is to model mutual trust between the driver and the vehicle's autonomy in convoy operations.

### **Toyota Research Institute (TRI): Control and Trust between Drivers and Autonomous Vehicles, 2017**

PI with Co-PIs D. Tilbury and Anuj K Pradhan (\$100,000). The objective of this proposal is to understand when a driver is likely to take control of an autonomous vehicle and when an autonomous vehicle should take control.

### **Mobility Transformation Center (MTC): Explanations & Expectations of Autonomous Vehicles, 2017-2018**

PI with Co-PIs D. Tilbury and Anuj K Pradhan (\$300,000). The objective of this proposal is to understand driver's expectation of their autonomous vehicle and the explanation their autonomous vehicle should provide to address the concerns of the driver.

### **NSF: Large-Scale Examination of the Impact of Shocks on Crowd Attributes and Performance in Collaborative Volunteering Systems, 2016-2019**

Co-PI along with Daniel Romero and Ceren Budak. (\$499,463). This project will advance understanding of how groups of volunteer contributors to online resources perform in the face of sudden, unexpected events related to their work.

### **Culture and Crowds: Examining the Impact of Culture on Crowd Performance, Summer 2016**

PI. Lieberthal-Rogel Center for Chinese Studies, University of Michigan (\$2,500). An exploratory travel grant. The goal of this project is to examine the influence of culture on crowds.

### **U-M MCubed Project: Why So Risky: Understanding Risky Decisions in Design Teams, 2016-2018**

Co-PI along with Jesse Austin-Breneman and Nigel Melvill (\$60,000). This project will use a mix of human subject experiments and quantitative modeling techniques to examine how individual characteristics may affect risky team decisions.

### **U-M MCubed Project: Virtual Prototyping of Human-Robot Collaboration, 2013-2015**

Co-PI along with Vineet Kamat and SangHyun Lee (\$60,000). Using virtual reality to prototype the design of robots to facilitate better human robot interactions.

### **U-M Office of Research and Rackham Graduate School, Spring/Summer Research Grant 2013**

PI Examining how to promote knowledge sharing in diverse virtual teams (\$10,000).

### **Information Technology Research Institute, University of Arkansas, 2009**

Co-PI along with Newell, J. B., Maruping, L. M., Riemenschneider, C. (\$3,000). Using technology to leverage diversity in virtual teams.

### **Mark and Dayna Sutton Research Faculty Support Fund (Walton College of Business), 2009**

Co-PI along with Srinivasan, S. S. and Maruping, L. M. (\$1,500). Effects of team size and dispersion on individual social loafing in technology-supported teams.

### **Mark and Dayna Sutton Research Faculty Support Fund (Walton College of Business), 2008**

Co-PI along with Alnuaimi, O. and Maruping, L. M. (\$2,000). Linking team size and dispersion to individual social loafing.

## HONORS RECEIVED

<b>University of Michigan, Ann Arbor</b>	2011-present
Best Paper Award, Honorable Mention ACM CSCW	2016
AIS SIG CORE Service Award	2015
Carnegie Junior Faculty Development Fellowship	2015
Best Paper Nomination HICSS	2012
OCIS Jr. Faculty Consortium	2011
<b>University of Arkansas, Fayetteville</b>	2006-2011
New Faculty Commendation for Teaching Commitment	2006-2008
ICIS Jr. Faculty Consortium	2006
Beta Gamma Sigma Lifetime Member	2006
<b>Indiana University, Bloomington</b>	2001-2006
BAT Fellowship	2001-2005
KMPG Scholar	2001-2005
PhD Project Participate	2001-2005
Dean's Fellowship	2001-2005
Graduate Minority Fellowship	2001

## TEACHING

### Ph.D. Dissertation Committees

#### University of Michigan at Ann Arbor, School of Information

<b>Primary Advisor:</b> Sangseok You (Candidate) excepted date:	5/2017
<b>Primary Advisor:</b> Teng Ye (Candidate) excepted date:	5/2019
<b>Co-Advisor:</b> Rasha Alahmad (Pre-Candidate) excepted date:	5/2020

**Primary Advisor:** Xinlin Yao, Visiting PhD Student, Fudan University 2016-2017

**Committee Member:** Ji Yeon Yang (Successfully Defended 2013)

Dissertation Title: A Duel-Perspective Approach to Understanding Collegial Information Mediation in the Workplace

#### University of Arkansas at Fayetteville, Walton College of Business

**Committee Member:** Tracy Ann Sykes (Successfully Defended 2009)

Dissertation Title: 'Being assimilated': Leveraging social network theory to understand technology implementations in organizations

**Committee Member:** Xiaojun Zhang (Successfully Defended 2010)

Dissertation Title: Facilitating knowledge management system success: Roles of technologies, management and social networks

### TEACHING EXPERIENCE

#### University of Arkansas at Fayetteville, Walton College of Business

Information Systems PhD Seminar  
 Masters Level Course in Telecommunications  
 ERP Fundamentals (Traditional Format)  
 Systems Analysis and Design



## University of Michigan, School of Information

Contextual Inquiry and Project Management  
Principles of Management  
Fundamentals of Human Behavior  
Managing the IT Organization

## SERVICE

### INTERNAL SERVICE

#### University of Michigan, School of Information

Co-Chair of Diversity Committee	2016-present
Member of the University Institutional Autonomous Systems Committee	2015-present
Member of the Diversity Committee	2013-2015
Member of the Doctoral Committee	2012-2013
Faculty Advisor to Multi Ethnic Student Group	2011-present
Member of the Curriculum Committee	2011-2012
Member of 3 Hiring Committees	2011-present

#### Walton College of Business, University of Arkansas at Fayetteville

Chair of the Department TTT-Peer Review Committee	2009-2010
TTT-Peer Review Committee member	2007-2008
Course Coordinator for ISYS 3293	2009-2011
Member of the MIS Masters Advisory Committee	2006-2011
Equal Opportunity Committee	2007-2011
Member of the PhD Advisory Committee	2006-2008

### EXTERNAL SERVICE

#### Editorial Review Board Member

Journal of Computer Information Systems	2012-present
Associated Editor, Information Technology and Management	2012-2014
IEEE Transactions on Professional Communication	2006-2011
J AIS (Special Issue on Team Collaboration in Virtual Worlds)	2010

#### Service to Professional Organizations

President of the AIS Special Interest Group IS-CORE	2012-2015
Academy of Management OCIS Division Representative at Large	2013-2016

#### Conference Review Board Member

Member of Organizing Committee for AMCIS	2018
ACM CSCW Program Committee Member	2018
ACM GROUP Program Co-Chair	2018
ACM CHI Late Breaking Work AC	2017
International Conference on Information Systems (ICIS) Associate Editor	2017
ACM GROUP Program Committee Member	2016
International Conference on Information Systems (ICIS) Associate Editor	2016
ACM CSCW Program Committee Member	2015
International Conference on Information Systems (ICIS) Associate Editor	2015
AIS SIG Cognitive Research Workshop, Pre-ICIS Workshop, Co-Chair	2015
ACM GROUP Program Committee Member	2014
ACM GROUP Workshop Chair	2014
International Conference on Information Systems (ICIS) Associate Editor	2014
conference Program Committee Member	2013
AIS SIG Cognitive Research Workshop, Pre-ICIS Workshop, Chair	2012
AMCIS, Beyond Use and Diffusion of IT, Mini-Track Chair	2010

Academy of Management OCIS Division Associate Editor	2009
Academy of Management OCIS Division Associate Editor	2009
International Conference on Information Systems (ICIS) Associate Editor	2008

**Advisory Board Member**

Consortium for the Science of Socio-technical Systems (CSST)	2014-2016
Digital Societies and Social Technologies (DSST)	2013

**Affiliate**

The Michigan Interactive and Social Computing (MISC) Research Group at University of Michigan  
The Information Behavior and Interaction (IBI) Research Group at University of Michigan  
Center for Computer-Mediated Communication (CCMC) at Indiana University  
Michigan Robotics

**Ad hoc Journal Reviewer**

MIS Quarterly  
Information Systems Research  
Journal of Management Information Systems  
Academy of Management Journal  
Journal of the Association for Information Systems  
ACM Transactions on Management Information Systems  
Journal of Computer-Mediated Communication  
New Media and Society  
National Science Foundation Panel Reviewer (**NSF**) 2011, 2013, 2016, 2017

**Conference Reviewer**

AMCIS	2002-2016
AOM	2008-2015
ACM CHI	2014-2016
ACM CSCW	2011-2016
ACM GROUP	2012-2016
ICIS	2004-2014

**Memberships**

Academy of Management (**AOM**)  
Ass. for Computing Machinery (**ACM**)  
Ass. for Information Systems (**AIS**)

**WORK EXPERIENCE**

ACADEMIC EXPERIENCE

<b>School of Information, University of Michigan at Ann Arbor</b> Associate Professor of Information	2017-present
<b>School of Information, University of Michigan at Ann Arbor</b> Assistant Professor of Information	2011-2017
<b>Walton College of Business, University of Arkansas at Fayetteville</b> Assistant Professor of Information Systems	2007-2011
<b>Walton College of Business, University of Arkansas at Fayetteville</b> Visiting Assistant Professor of Information Systems	2006-2007

MILITARY EXPERIENCE

<b>Honorable Discharged</b>	<b>2004</b>
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U.S. Army Reserve: CPT, S-1, 21st TSB, Indianapolis, IN	2003-2004
U.S. Army Reserve: CPT (Deployed), S-1, 21st TSB, Kaiserslautern, GE	2002-2003
U.S. Army Reserve: CPT Transportation Officer, 21st TSC, Indianapolis, IN	2001-2002
U.S. Army Reserve: 1LT Transportation Officer, 1190th DSB, Baton Rouge, LA	1998-2001
U.S. Army Reserve: 2LT PL, 414th Transfer. Cargo Terminal, Orangeburg, SC	1995-1997
U.S. Army Reserve: 2LT Acting X.O., 2 <sup>nd</sup> Bat, 4 <sup>th</sup> Brigade, 95 <sup>th</sup> , Lafayette, LA	1994-1995

## Invited Talks

### 2017

**Modeling Bi-Directional Trust in Semi-Autonomy for Improved System Performance**  
ARC Seminar, Warren, MI

**A Research Agenda and Vision for ARC Human Factors Group**  
ARC Autonomy-Mobility Workshop, Ann Arbor, MI

**Trust Me! Examining the Role of Trust on User Acceptance of Autonomous Vehicles**  
Michigan Interactive and Social Computing Talk, Ann Arbor, MI

### 2016

**Explanations and Expectations: Trust Building in Autonomous Vehicles**  
Mobility Transformation Center, Ann Arbor, MI

**Promoting Drivers' Commitment to Drivers' Assign Platform**  
Didi, Beijing, China

**Does Collectivism Inhibit Individual Creativity?**  
Fudan University, School of Management, Shanghai  
Fudan University, School of Computing, Shanghai

**Teams Working with Robots**  
Center for the Advanced Study of Communities and Information, University of Maryland,  
College Park.

### 2015

**Monitoring and Trust in Virtual Teams**  
Organizational Psychology Brownbag Colloquium, Michigan State University.  
E. J. Ourso College of Business, Information Systems & Decision Sciences Research  
Seminar, Louisiana State University.  
Media and Information Studies PhD Research Seminar Series, Michigan State University.

**Panelist on Navigating the Landscape of Information Systems Schools**  
PhD Project Information Systems Doctoral Student Association (ISDSA) Conference,  
Puerto Rico.

### 2013

**Trust but Verify? Unraveling the Relationship between Trust and Behavior Controls in Virtual Teams**  
Katz Graduate School of Business, University of Pittsburgh, 2013.  
Kelley School of Business, Indiana University, 2013.

**2011**

**Trust and Behavior Controls in Virtual Teams**

FIRST presentation at the School of Information, University of Michigan.

**Can I Help You? The Role of Informal Help Ties in Predicting Rich Conceptualizations of System Use**

College of Business and Economics, Boise State University.

**Differences are Different Testing and Extending the Capabilities-Based Theory of Technology**

School of Information, University of Michigan.

**Internal and External Validity in Experimental Designs**

Guest Lecturer, SI 840: Research Methods, School of Information, University of Michigan.

**2010**

**Testing and Extending the Capabilities-Based Theory of Technology Use in Diverse Teams in 2010**

Bryan School of Business and Economics, University of North Carolina, Greensboro,

**2008**

**Leveraging E-Identity Profiles in 2008**

Information Systems Workshop at Price College of Business, The University of Oklahoma, Norman, OK.

**Informal Help Networks on Multiple Dimensions of System Use**

Information Systems Workshop, Walton College of Business, University of Arkansas, Fayetteville, AR.

**2007**

**Social Capital and Knowledge Integration in Digitally Enabled Teams**

ISR Special Issue of Digital and Social Networks Workshop, College Park, Maryland.  
Management Workshop at the University of Arkansas at Fayetteville, Walton College of Business.

**Digitally Enabled Teams: Current and Future Research**

Executive Advisory Board of the Information Technology Research Institute, Fayetteville, AR.

**2005**

**Social Capital and Knowledge Integration in Virtual Teams**

University of Arkansas at Fayetteville, Walton College of Business Information Systems Workshop.  
University of Memphis Fogleman College of Business & Economic Information Systems Workshop.  
University of Nebraska at Omaha Information Systems Workshop.

**Swift and Cognitive Trust in Virtual Teams**

Big Ten IS Doctoral Research Symposium (Workshop) at Michigan State University