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EDUCATION

- Ph.D. July 1995, University of Minnesota, Minneapolis, Minnesota, Major: Management Information Systems.
- M.B.A. May 1987, Indiana University, Bloomington, Indiana. Major: Finance.
- B.A. May 1980, Carroll College, Waukesha, Wisconsin. (*Summa cum laude*). Major: German. Minor: Mathematics.

POSITIONS HELD

- 2007-present ***Professor of Information Technology Management and Costley Chair***, College of Management, Georgia Institute of Technology, Atlanta, GA.
- 2006 ***Visiting Faculty***, Indian School of Business, Hyderabad, India.
- 2004-2007 ***Associate Professor in Information Systems (with indefinite tenure)***, Tepper School of Business, Carnegie Mellon University, Pittsburgh, Pennsylvania.
- 2001-2003 ***Associate Professor in Information Systems (without indefinite tenure)***, Graduate School of Industrial Administration, Carnegie Mellon University, Pittsburgh, Pennsylvania.
- 1995-2001 ***Assistant Professor in Information Systems***, Graduate School of Industrial Administration, Carnegie Mellon University, Pittsburgh, Pennsylvania.
- 1991-1995 ***Research and Teaching Assistant***, Carlson School of Management, University of Minnesota, Minneapolis, Minnesota.
- 1987-1990 ***Financial and Marketing Systems Analyst***, Hewlett Packard, Mountain View, California.
- 1985-1987 ***Information Systems Analyst***, while studying for M.B.A. at Indiana University, Bloomington, Indiana.
- 1982-1985 ***Information Systems Analyst and Project Leader***, Allen-Bradley Division of Rockwell, International, Milwaukee, Wisconsin.
- 1980-1982 ***Information Systems Programmer***, Square D Company, Milwaukee, Wisconsin.

BOARDS AND CONSULTING

- 2007-2010 ***Information Technology Services Qualification Center (ITSqc)***, Carnegie Mellon University. Member of the Advisory Board for the Center.
- 1996-2006 ***Information Technology Management Association, Singapore.***
- 1998 ***Singapore Airlines, Singapore.***
- 1995-1996 ***Gesellschaft für Zahlungssysteme, Frankfurt, Germany.***
- 1993-1994 ***Dayton-Hudson Department Stores, Minneapolis, Minnesota***

RESEARCH INTERESTS

Performance in Software Development and Maintenance
 Software Quality and Software Process Improvement
 Open Source Software Development
 Software Evolution
 Internet Software Development Practices
 Outsourcing in Information Systems
 Compensation, Mobility and Careers of Information Technology Professionals

TEACHING INTERESTS

Systems Analysis and Design
 Software Project Management
 Developing and Sourcing Information Systems
 Information Systems Modeling
 Database Design
 Management of Information Systems
 Information Systems Strategy

PUBLICATIONS

Articles Published in Refereed Journals

Familiarity and Performance in Geographically Distributed Software Development. Espinosa, A., Slaughter, S., Kraut, R., and Herbsleb, J. Forthcoming in Organization Science.

Learning from Specialized and Diverse Experience in Software Development: A Multi-Level Analysis, Boh, W., Slaughter, S., and Espinosa, A., Forthcoming in Management Science.

Compensation and Organizational Tenure of Information Technology Professionals, Slaughter, S., Ang, S., and Boh, W. Forthcoming in Human Resources Management (Wiley).

Team Knowledge and Coordination in Geographically Distributed Software Development. Espinosa, A., Slaughter, S., Kraut, R., and Herbsleb, J., Forthcoming in the Journal of Management Information Systems.

How Automation Affects the Laws of Software Evolution: A Software Repository-based Empirical Analysis, Barry, E., Kemerer, C., and Slaughter, S., Journal of Software Maintenance and Evolution, 19:1, January/February 2007, pp.1-31. *Lead article in the January/February 2007 issue.*

Aligning Software Processes and Strategy. Slaughter, S., Levine, L., Ramesh, B., Baskerville, R., and Pries-Heje, J. MIS Quarterly, 30:4, December 2006, pp. 891-918.

The Effectiveness of Knowledge Transfer Portfolios in Software Process Improvement, Kirsch, L. and Slaughter S., Information Systems Research, 17:3, September 2006, pp. 301-320.

Motivations, Participation and Performance in Open Source Software Development. Hann, I., Roberts, J. and Slaughter, S., Management Science, 52:7, July 2006, pp.984-999. *Featured article in the Management Science July 2006 issue. Top Ten Download List for SSRN's Business School Research Papers. Top Ten Download List for SSRN's Management Research Network.*

Environmental Volatility, Development Decisions and Software Volatility, Barry, E., Kemerer, C., and Slaughter, S., Management Science, 52:3, March 2006, pp. 448-464. *Nominated for Alfred P. Sloan Foundation Annual Industry Studies Best Paper Prize, 2006.*

The Structural Complexity of Software: An Experimental Test. Darcy, D., Kemerer, C., Slaughter, S., and Tomayko, J., IEEE Transactions on Software Engineering, 31:11, November 2005, pp. 982-995.

Retaining Information Technology Professionals: The Effects of Internal Labor Market Strategies. Ang, S. and Slaughter, S., Database, Special Issue on IT Personnel Research, 35:3, Summer 2004.

Is Agile Software Development Different? Baskerville, R., Levine, L., Pries-Heje, J., Ramesh, B., and Slaughter, S., IEEE Software, November-December, 2003, pp. 70-77.

Quality Improvement and Infrastructure Activity Costs in Software Product Development: A Longitudinal Analysis. Harter, D. and Slaughter, S. Management Science, 49:6, June 2003, pp. 784-800; re-printed in Quality Control and Applied Statistics, 49:2, 2004, pp. 221-224.

Human Capital and Institutional Determinants of Pay for Information Technology Professionals: Modeling Multi-Level and Cross-Level Interactions, Ang, S., Slaughter, S., and Yee, K., Management Science, 48:11, November 2002, pp. 1427-1445.

Software Project Duration and Effort: An Empirical Study. Barry, E., Mukhopadhyay, T., and Slaughter, S., Information, Technology & Management, January 2002.

Work Outcomes and Job Design for Contract versus Permanent Information Systems Professionals on Software Development Teams. Ang, S., and Slaughter, S., MIS Quarterly, 25:3, September 2001, pp. 321-350. Re-printed in *Information Systems Outsourcing: Enduring Themes, New Perspectives and Global Challenges*, Hirschheim, R., Heinzl, A., and Dibbern, J. (eds.) 2nd ed., Springer-Verlag, Berlin, Heidelberg, New York, 2005.

How Internet Software Companies Negotiate Quality. Baskerville, R., Levine, L., Pries-Heje, J., Ramesh, B., and Slaughter, S., Cover article in IEEE Computer, 34:5, May 2001, pp. 51-57 and *IEEE Computer Society's featured article in May 2001.*

The Moderating Effects of Software Structure on Volatility and Complexity in Software Enhancement. Banker, R. and Slaughter, S., 11:3, Information Systems Research, September 2000, pp. 219-240.

Effects of Process Maturity on Quality, Cost and Cycle Time in Software Product Development. Harter, D., Krishnan, M. and Slaughter, S. Management Science, 46:4, April 2000, pp. 451-466.

An Empirical Approach to Studying Software Evolution. Kemerer, C., and Slaughter, S. IEEE Transactions on Software Engineering, 25:4, 1999, pp. 1-17.

Empirical Studies of Evolving Systems, Bennett, K., Burd, E., Kemerer, C., Lehman, M., Lee, M., Madachy, R., Mair, C., Sjoberg, D. and Slaughter, S. Empirical Software Engineering, 4:4, 1999, pp. 270-280.

Evaluating the Cost of Software Quality, Slaughter, S., Harter, D., and Krishnan, M. Communications of the ACM, 41:8, August 1998, pp. 67-73; re-printed in IEEE Engineering Management Review, 26:4, Winter 1999.

Software Development Practices, Software Complexity, and Software Maintenance Performance. Banker, R., Davis, G., and Slaughter, S., Management Science, 44:4, April 1998, pp. 433-450. *Lead article in the Management Science issue for April 1998.*

A Field Study of Scale Economies in Software Maintenance. Banker, R., and Slaughter, S. Management Science, 43:12, December 1997, pp. 1709-1725.

Determinants of Software Maintenance Profiles: An Empirical Investigation. Kemerer, C. and Slaughter, S. Journal of Software Maintenance, vol. 9, 1997, pp. 235-251.

Methodologies for Performing Empirical Studies of Software Evolution, Kemerer, C. and Slaughter, S., Empirical Software Engineering, 2:2, 1997, pp. 107-116.

Employment Outsourcing in Information Systems. Slaughter, S. and Ang, S. Communications of the ACM, 39:7, July 1996, pp. 47-54.

Employment Structures of Information Systems Personnel: A Comparative Study of the U.S. and Singapore. Slaughter, S. and Ang, S. Information, Technology and People, 8:2, 1995, pp. 17-36.

Articles Published in Refereed Conference Proceedings

Research and Information Systems: How Information Systems are Transforming the Nature of Science (and what does this mean for IS Researchers), Kirsch, L.J., Slaughter, S.A. and Haney, M.H., presented at IFIP 8.6, Manchester, UK, June 14-16, 2007. Paper published in Organizational Dynamics of Technology-Based Innovation: Diversifying the Research Agenda, T. McMaster, D. Wastell, E. Ferneley, and J.I. DeGross (eds.), Springer Science, New York, NY, pp. 487-490, 2007.

Examining the Role of General and Firm-Specific Human Capital in Predicting IT Professionals' Turnover Behaviors, Joseph, D., Ang, S., and Slaughter, S. Proceedings of the ACM Special Interest Group for Management Information Systems (SIGMIS), 2006.

Coordination Mechanisms in Globally Distributed Software Development, Espinosa, A., Slaughter, S., Herbsleb, J. and Kraut, R. Proceedings of the First International Conference on Management of Globally Distributed Work, Bangalore, India, December 28-30, 2005, pp. 9-20.

Identifying the Prototypical Career Paths of IT Professionals: A Sequence and Cluster Analysis, Joseph, D., Ang, S. and Slaughter, S. Proceedings of the ACM Special Interest Group for Management Information Systems (SIGMIS), Atlanta, GA, April 2005.

Why Developers Participate in Open Source Software Projects: An Empirical Investigation. Roberts, J., Hann, I., and Slaughter, S. Proceedings of the 24th International Conference on Information Systems (ICIS), Washington, D.C., December 2004. **Best Conference Theme Paper Award.**

Adoption of e-Procurement in Service Industries. Yu, S., Mukhopadhyay, T., and Slaughter S. Proceedings of the 23rd International Conference on Information Systems (ICIS), Seattle, WA, December 2003.

On the Uniformity of Software Evolution Patterns. Barry, E., Kemerer, C. and Slaughter, S. Technical Paper in the Proceedings of the International Conference on Software Engineering (ICSE), Portland, Oregon, May 2003.

Returns to Human Capital for IT Professionals. Slaughter, S. and Ang, S. Proceedings of the ACM Special Interest Group for Computer Personnel Research (SIGCPR), Philadelphia, Pennsylvania, April 2003.

Economic Incentives for Open Source Projects: Can Participation be Explained by Career Concerns? Hann, I., Roberts, J., Slaughter, S. and Fielding, R. Proceedings of the 22nd International Conference on Information Systems (ICIS), Barcelona, Spain, December 2002. **Runner Up Award for Best Conference Paper.**

Balancing Quality and Agility in Internet Speed Software Development. Baskerville, R., Levine, L., Pries-Heje, J., Ramesh, B., and Slaughter, S. Proceedings of the 22nd International Conference in Information Systems (ICIS), Barcelona, Spain, December 2002.

Shared Mental Models, Familiarity and Coordination: A Multi-Method Study of Distributed Software Teams. Espinosa, A., Herbsleb, J., Kraut, R., Mockus, A., and Slaughter, S. Proceedings of the 22nd International Conference on Information Systems (ICIS), Barcelona, Spain, December 2002.

Internal Labor Market Strategies and Turnover of Information Technology Professionals. Ang, S. and Slaughter, S. Proceedings of the ACM Special Interest Group for Computer Personnel Research (SIGCPR), Kristiansand, Norway, May 2002, pp. 139-144. **Best Paper Award.**

Is Information Technology a “Boundaryless” Profession? A Sequence Analysis of the Career Histories of IT Professionals from 1979-1998. Boh, W., Ang, S. and Slaughter, S. Academy of Management Best Paper Proceedings, Academy of Management: Washington, D.C., August 2001.

The Cascading Effect of Process Maturity on Software Quality. Harter, D. and Slaughter, S. Proceedings of the 21st International Conference on Information Systems, Brisbane, Australia, December 2000, Tepper Working Paper #2000-22, 26 pp.

Measuring Software Volatility: A Multi-Dimensional Approach. Barry, E., Kemerer, C. and Slaughter, S. Proceedings of the 21st International Conference on Information Systems, Brisbane, Australia, December 2000, Tepper Working Paper #2000-23, 32 pp.

Toward a Detailed Classification Scheme for Software Maintenance Activities, Barry, E., Kemerer, C. and Slaughter, S., Proceedings of the 5th Americas Conference on Information Systems (AIS), Milwaukee, Wisconsin, August 1999, pp. 726-728. **Best Paper Selection, Software Process Improvement Track.**

Understanding Differences in Ethical Beliefs and Behaviors toward Software Copying, Lending, D. and Slaughter, S., Proceedings of the ACM Special Interest Group for Computer Personnel Research (SIGCPR), Boston, MA, April 1999, pp. 253-260.

Soft Skills and Creativity in I/S Professionals, Joseph, D., Ang, S., and Slaughter, S., Proceedings of the Hawaiian International Conference on Systems Sciences (HICSS), Maui, Hawaii, January 1999, pp. 341-346.

The Life Cycle Effects of Software Process Improvement: A Longitudinal Study, Harter, D., Slaughter, S. and Krishnan, M., Proceedings of the 19th International Conference on Information Systems (ICIS), Helsinki, Finland, December 1998, pp. 346-351.

Determinants of Information Systems Compensation: A Multi-Level Modeling Perspective, Ang, S., Slaughter, S., and Yee, N. Academy of Management Best Paper Proceedings, Academy of Management: San Diego, CA, August 1998, pp. HR: C1-C6. **Best Paper Award, Human Resources Division.**

Effects of Information Systems Employment Outsourcing: Multiple Informants' Perspectives, Ang, S. and Slaughter, S. Proceedings of the Hawaiian International Conference on Systems Sciences (HICSS), January 1998, pp. V6: 635-644. **Best Paper Award, Organizational Systems Division.**

A Longitudinal Analysis of Software Maintenance Patterns, Kemerer, C. and Slaughter, S., Proceedings of the 18th International Conference on Information Systems (ICIS), Atlanta, GA, December 1997, pp. 476-477.

Turning Over and Away of Information Systems Professionals, Lee, P., Ang, S., and Slaughter, S., Proceedings of the 18th International Conference on Information Systems (ICIS), Atlanta, GA, December 1997, pp. 470-471.

Braking IS's Revolving Door: A Study of Internal Labor Market Practices and IS Turnover, Proceedings of the 17th International Conference on Information Systems (ICIS), Cleveland, OH, December 1996, pp. 454-456.

How Software Evolves: A Time Series Analysis of Software Change Histories, Slaughter, S. and Sim, W., Proceedings of the 2nd Americas Conference on Information Systems (AIS), Phoenix, AZ, August 1996, pp. 271-273.

A Study of the Effects of Software Development Practices on Software Maintenance Effort, Slaughter, S. Proceedings of the International Conference on Software Maintenance (ICSM), Monterey, California, November 1996, pp. 197-205.

Assessing the Use and Effectiveness of Metrics in Information Systems, Slaughter, S. Proceedings of the ACM Special Interest Group for Computer Personnel Research (SIGCPR), Denver, Colorado, April 1996, pp. 384-391.

An Empirical Investigation of Contingent Workforce in Information Systems, Slaughter, S. and Ang, S., Proceedings of the 1st Americas Conference on Information Systems (AIS), Pittsburgh, PA, August 1995, pp. 360-362.

Application Portfolio Diversity and Software Maintenance Productivity: An Empirical Analysis, Banker, R., Davis, G., and Slaughter, S., Proceedings of the 1st Americas Conference on Information Systems (AIS), Pittsburgh, PA, August 1995, pp. 178-180.

Alternative Employment Structures in Information Systems: A Conceptual Analysis, Ang, S. and Slaughter, S., Proceedings of the ACM Special Interest Group for Computer Personnel Research (SIGCPR) Conference, Nashville, Tennessee, April 1995, pp. 181-193.

Project Size and Software Maintenance Productivity, Banker, R. and Slaughter, S., Proceedings of the 15th International Conference on Information Systems (ICIS), Vancouver, December 1994, pp. 279-290.
Conference Runner Up Paper Award.

In Search of Software Maintenance Productivity and Quality: Does Software Complexity Matter? Banker, R. and Slaughter, S., Proceedings of the 15th International Conference on Information Systems (ICIS), Vancouver, December 1994, pp. 455-456.

A Cross-Cultural Study of Information Systems Employment Structures, Ang, S. and Slaughter, S., Proceedings of the ACM Special Interest Group for Computer Personnel Research (SIGCPR), Alexandria, Virginia, March 1994, pp. 35-45.

Articles Published in Edited Books

Communication Networks in an Open Source Software Project, J. Roberts, I. Hann, and S. Slaughter, in *Open Source Systems*, eds. E. Damiani, B. Fitzgerald, W. Scacchi, M. Scotto, and G. Succi, Springer-Verlag, New York, 2006, pp. 297-306.

Work Outcomes and Job Design for Contract versus Permanent Information Systems Professionals on Software Development Teams. Ang, S., and Slaughter, S., in Information Systems Outsourcing: Enduring Themes, New Perspectives and Global Challenges, Hirschheim, R., Heinzl, A., and Dibbern, J. (eds.) 2nd ed., Springer-Verlag, Berlin, Heidelberg, New York, 2005.

Careers in Information Technology, Ang, S. and Slaughter, S., Blackwell's Encyclopedia: The Blackwell Dictionary of Management Information Systems, ed. G. Davis, Oxford, U.K., Blackwell Publishers Limited, 2005.

Software Maintenance: Productivity and Management, Slaughter, S., Blackwell's Encyclopedia: The Blackwell Dictionary of Management Information Systems, ed. G. Davis, Oxford, U.K.: Blackwell Publishers Limited, 2005.

Assessing Information Systems using Metrics, Slaughter, S., Blackwell's Encyclopedia: The Blackwell Dictionary of Management Information Systems, ed. G. Davis, Oxford, U.K.: Blackwell Publishers Limited, 2005.

Transforming UML Class Diagrams into Relational Data Models. Shah, D. and Slaughter, S. Chapter in UML and the Unified Process, ed. L. Favre, Idea Group Publishing, 2003, pp. 217-237.

A Taxonomy of Employment Insourcing and Outsourcing Strategies in Information Systems. Ang, S. and Slaughter, S. in Information Systems Outsourcing in the New Economy: Enduring Themes, Emergent Patterns and New Directions, R. Hirschheim and J. Dibbern (eds.), Springer-Verlag, Heidelberg, Germany, 2002, pp. 131-152.

Data Modeling and UML, Shah, D. and Slaughter, S. Chapter in Unified Modeling Language: Systems Analysis, Design, and Development Issues, ed. K. Siau, Idea Group Publishing, 2001, 27 pp.

The Missing Context of Information Technology Professionals: A Review and Future Directions for Research, Ang, S. and Slaughter, S., Chapter 16 in Framing the Domains of IT Management Research: Glimpsing the Future through the Past, ed. R. Zmud, Pinnaflex Education Resources, June 2000, pp. 305-325.

Empirical Studies of Evolving Systems, ESSDE 99 Working Group Report, Bennett, K., Burd, E., Kemerer, C., Lehman, M., Lee, M., Madachy, R., Mair, C., Sjöberg, D. and Slaughter, S. Empirical Software Engineering, 4:4, 1999, pp. 270-280.

Maintenance of Software, Slaughter, S., Blackwell's Encyclopedia of Management, eds. Cary L. Cooper and Chris Argyris, Oxford, U.K.: Blackwell Publishers Limited, 1998, pp. 372-373.

Methodologies for Performing Empirical Studies: Report from the International Workshop on Empirical Studies of Software Maintenance, Kemerer, C. and Slaughter, S., Empirical Software Engineering, 2:2, 1997, pp. 107-116.

Software Maintenance: Definition and Description, Slaughter, S., Blackwell's Encyclopedia: The Blackwell Dictionary of Management Information Systems, ed. G. Davis, Oxford, U.K.: Blackwell Publishers Limited, 1996.

Metrics for Assessment of Information Systems, Slaughter, S. Blackwell's Encyclopedia: The Blackwell Dictionary of Management Information Systems, ed. G. Davis, Oxford, U.K.: Blackwell Publishers Limited, 1996.

Organization of the Information Systems Function, McKnight, D.H. and Slaughter, S. Blackwell's Encyclopedia: The Blackwell Dictionary of Management Information Systems, ed. G. Davis, Oxford, U.K.: Blackwell Publishers Limited, 1996.

Careers in Information Systems, Ang, S. and Slaughter, S. Blackwell's Encyclopedia: The Blackwell Dictionary of Management Information Systems, ed. G. Davis, Oxford, U.K.: Blackwell Publishers Limited, 1996.

MBAs in Technology, Slaughter, S., Careers and the Woman MBA, 2:1, 1996, p. 79.

Papers Under Review and Working Papers

Contracts and Quality in Software Development Outsourcing: An Empirical Study. Slaughter, S., Harter, D., Ang, S. and Whitaker, J. Working Paper, 37 pp.

Economic Returns to Open Source Participation, Roberts, J., Hann, I., and Slaughter, S., Working Paper, 35 pp.

Standardization as Innovation: Implementing a Process Model for Outsourcing Service Providers, Balint, B., Slaughter, S., Forman, C., Hyder, E., and Paulk, M., Working Paper, 39pp.

Internal Capabilities and Firm Survival: A Study of the Software Industry (1995-2005), Li, S., Chang, J. and Slaughter, S., Working Paper 2007.

The formation and evolution of faultlines in large-scale, multi-party information systems development, Slaughter, S., Kirsch, L., Ma, L., Boss, S., Diamant, E.I., and Haney, M., Working Paper 2007.

Practical Intelligence of IT Professionals, Joseph, D., Ang, S., Chiang, R. and Slaughter, S., Working Paper 2007, 21 pp.

Compensation and Career Paths of IT Professionals: A Sequence and Longitudinal Analysis. Joseph, D., Ang, S. and Slaughter, S., Working Paper, 35 pp.

The Economic Value of Network Externalities in an Inter-Bank Payment Network: An Empirical Evaluation. Jallath-Coria, E., Mukhopadhyay, T., Slaughter, S., and Yaron, A., Working Paper, 34 pp.

Work in Progress

Modeling and Evaluating the Profiles and Patterns of Software Evolution. (with C. Kemerer and E. Barry).

Knowledge and Performance of Geographically Distributed Software Development Teams, (with A. Espinosa, J. Herbsleb and R. Kraut)

Motivations for Open Source Software Participation (with I. Hann and J. Roberts)

Software Process Improvement in Information Systems Development. (with S. Ang and D. Harter).

Capabilities, Governance and Performance in eSourcing (with C. Forman, E. Hyder, and M. Paulk)

Project Team Capabilities and Performance in IT Outsourcing (with T. Mukhopadhyay and N. Langer)

Controlling and Managing Large, Complex, Dynamic and Distributed Projects (with L. Kirsch)

Determinants of Compensation, Mobility, and Career Paths for Information Technology Professionals. (with S. Ang, W. Boh, and D. Joseph).

GRANTS AND CONTRACTS

Awarded to Date

How to Select the Best Project Managers to improve System Quality and to reduce Business Risk in IT Outsourcing, Proposal funded by the **CyLab**, Carnegie Mellon University. **Role**: Principal Investigator. **Amount Awarded**: \$53,610. **Award Period**: January 2007 to February 2008.

Mechanisms for Managing Large, Complex, Dynamic and Distributed Projects, Proposal funded by the Computer and Information Systems Engineering (CISE) Division of the **National Science Foundation**. **Role**: Principal Investigator. **Amount Awarded**: \$199,143. **Award Period**: July 1, 2006 to June 30, 2008.

Capabilities, Governance and Performance in eSourcing. **Center for Analytical Research in Technology (CART)**, Tepper School of Business, Carnegie Mellon University, \$25,000, January 2006 to August 2007.

Why Developers Contribute to Open Source Software: An Investigation of Economic and non-Economic Incentives. **Berkman Faculty Development Fund Grant**, Carnegie Mellon University, \$5,000, November 2002 to November 2004.

Does Organizational Tenure Pay? A Multi-Country Study of the Relationship Between Organizational Tenure and Compensation for High Technology Professionals. Faculty Development Grant, \$10,000, **Carnegie Bosch Institute**, Carnegie Mellon University, November 2002 to November 2004.

Innovative Practices for Speed and Agility in Internet Software Development, Project funded by the Software Practices Section of the Center for the Study of the Software Industry (SWIC), **Sloan Foundation and Carnegie Mellon University**. **Role:** Principal Investigator, **Amount Awarded:** \$22,000. **Award Period:** September 1, 2001 to August 30, 2002.

Discovering the Profiles and Patterns of Software Evolution, Proposal funded by the Computer and Information Systems Engineering (CISE) Division of the **National Science Foundation**. **Role:** Co-Principal Investigator with C. Kemerer. **Amount Awarded:** \$316,165. **Award Period:** July 1, 2000 to July 1, 2002.

Modeling and Evaluating Software Evolution Patterns, Faculty Development Fund Grant, \$5,000, **Carnegie Mellon University**, June 1999 to June 2001.

Determinants of Compensation for Information Technology Professionals, Faculty Development Grant, \$10,000, **Carnegie Bosch Institute**, Carnegie Mellon University, February 1998 to May 2000.

Internal Labor Market Practices and Information Systems Turnover, Faculty Development Fund Grant, \$4,500, **Carnegie Mellon University**, June 1996 to June 1998.

Software Quality and Software Maintenance Performance, SEED Research Funding Grant, \$6,000, **Quality Leadership Center**, University of Minnesota, September 1995 to June 1996, with R. Banker and G. Davis, University of Minnesota.

AWARDS

Finalist, Alfred P. Sloan Foundation Annual Industry Studies Best Paper Prize, for Environmental Volatility, Development Decisions and Software Volatility, Barry, E., Kemerer, C., and Slaughter, S., 2006.

Best Doctoral Dissertation Award for my Ph.D. Student, Wai Fong Boh. Awarded by Organizational Communication and Information Systems Division at the Academy of Management Annual Meeting, August 2005.

Best Conference Theme Paper Award. International Conference on Information Systems (ICIS), Washington, D.C., December 2004.

Award for Runner Up Best Conference Paper, International Conference on Information Systems (ICIS), December 2002.

Best Paper Award, Annual conference of the Association for Computing Machinery's Special Interest Group for Computer Personnel Research (SIGCPR), May 2002.

Best Paper Selection, Software Process Improvement Track, Association for Information Systems Americas Conference, August 1999.

Best Paper Award, Academy of Management Annual Meeting, August 1998

Xerox Research Chair, Graduate School of Industrial Administration, Carnegie Mellon University, 1998-1999.

Undergraduate Teaching Award, Graduate School of Industrial Administration, Carnegie Mellon University, 1998

Best Paper Award, Hawaiian International Conference on Systems Sciences, January 1998

Reviewer of the Year Award for 1997-1998, Information Systems Research.

Selected for inclusion in *Who's Who Among America's Teachers*, 1997-1998. Nominated by Weelin Sim, BA '96

Meritorious Service Award, Operations Research, 1996-1997

Finalist, Society for Information Systems (SIMS) Grant Competition, July 1996

Winner, Doctoral Dissertation Competition, International Conference on Information Systems (ICIS), December 1995

Award for Runner Up Best Conference Paper, International Conference on Information Systems (ICIS), December 1994

Selection to ICIS Doctoral Consortium, Victoria, British Columbia, 1994

Selection to Decision Sciences Consortium, Honolulu, Hawaii, 1994

Carlson School Fellow, University of Minnesota, 1991-1994

AACSB National Doctoral Fellowship, 1991

Impact Award, Hewlett Packard Company, 1988

Above and Beyond Award, Hewlett Packard Company, 1987

Graduate School of Business Award, Indiana University, 1987

PROFESSIONAL ACTIVITIES

Seminars Given at Other Academic Institutions

What is the Value of Contributing to Open Source Software Projects? An Economic Analysis. Invited Seminar. Presented at the University of Arizona, Tucson, AZ, March 2007.

Motivations for Contributing to Open Source Software Projects. Invited Seminar. Presented at the College of Management, Georgia Institute of Technology, Atlanta, GA, February 2007.

The Economic Value of Contributing to Open Source Software Projects. Invited Seminar. Presented at INSEAD, Fontainebleau, France, May 2006.

Outsourcing and Software Quality Outcomes. Invited Seminar. Presented at the University of Arizona, Tucson, AZ, March 2006.

Contracting in IT Outsourcing. Invited Seminar. The University of Texas at Austin, Austin, TX, February 2005.

Contract Choice and Software Quality. Invited Seminar. University of Southern California, Los Angeles, CA, December 2004.

Complexity, Contracts and Quality in Software Development Outsourcing. Invited Seminar. University of Irvine, California, Irvine, CA, December 2004.

Learning Curves in Software Development. Invited Seminar. University of Oklahoma, Norman, OK, May 2004.

Experience and Productivity in Software Development. Invited Seminar. Michigan State University, East Lansing, MI, April 2004.

Portfolios of Knowledge Transfer Mechanisms in Software Process Improvement. Invited Seminar. The University of Pittsburgh, Pittsburgh, PA, February 2004.

Learning from Experience in Software Development. Invited Seminar. Arizona State University, Tempe, AZ, October 2003.

Development Decisions and Software Volatility. Invited Seminar. University of Michigan, Ann Arbor, MI, September 2003.

Software Quality Improvement, Organizational Inertia and Infrastructure Costs. Invited Seminar. The University of Maryland, College Park, MD, March 2003.

A Longitudinal Study of Software Product Development. Invited Seminar. Texas A&M University, College Station, TX, November 2002.

Human Capital and Organizational Determinants of IT Compensation. Invited Seminar. Indiana University, Bloomington, Indiana, October 2002.

The Economics of Software Process Maturity. Invited Seminar. IT University of Denmark, Copenhagen, Denmark, August 2002.

Quality Improvement in Software Product Development. Invited Seminar. New York University, New York, April 2002.

Software Product Development Costs and Quality. Invited Seminar. The University of Texas at Dallas, Richardson, Texas, November 2001.

Moderating Effects of Structure on Volatility and Complexity in Software Enhancement, Invited Seminar. The University of Texas at Austin, Austin, Texas, November 2000.

Software Structure, Volatility and Complexity, Invited Seminar. Ohio State University, Columbus, Ohio. May 2000.

The Economics of Software Structure, Invited Seminar. The Wharton School, University of Pennsylvania, Philadelphia, Pennsylvania, December 1999.

Building and Sustaining Organizational Learning in I/S Departments: The Case of Software Metrics. Invited Seminar. The University of Pittsburgh, Pittsburgh, Pennsylvania, September 1997.

Efficiency of Economic Tradeoffs in Software Design: An Empirical Evaluation. Invited Seminar at the University of Rochester, Rochester, New York, March 1997.

Software Design and Maintenance. Invited Seminar at Nanyang Technological University, Singapore, July 1996.

Software Development Practices and Software Maintenance Performance. Invited Seminar at Georgia State University, Atlanta, Georgia, March 1995.

Software Development Practices and Software Maintenance Performance. Invited Seminar at the University of Alberta, Alberta, Canada, March 1995.

Software Development Practices and Software Maintenance Performance. Invited Seminar at the University of Hawaii, Manoa, Hawaii, March 1995.

Software Development Practices and Software Maintenance Performance. Invited Seminar at the George Mason University, Fairfax, Virginia, March 1995.

Software Development Practices and Software Maintenance Performance. Invited Seminar at Stanford University, Stanford, California, February 1995.

Software Development Practices and Software Maintenance Performance. Invited Seminar at Carnegie Mellon University, Pittsburgh, Pennsylvania, February 1995.

Software Development Practices and Software Maintenance Performance. Invited Seminar at the University of British Columbia, Vancouver, Canada, February 1995.

Software Development Practices and Software Maintenance Performance. Invited Seminar at McGill University, Montreal, Canada, February 1995.

Software Development Practices and Software Maintenance Performance. Invited Seminar at the University of Oklahoma, Norman, Oklahoma, January 1995.

Software Development Practices and Software Maintenance Performance. Invited Seminar at the Stockholm School of Economics, Stockholm, Sweden, July 1994.

Invited Talks at Symposium (after critical review)

Contracting and Performance in Software Development Outsourcing. Slaughter, S., Harter, D., and Ang, S. Presented at the INFORMS annual meeting in Pittsburgh, PA, November 2006.

Learning Curves in Software Development. Boh, W., Slaughter, S., and Espinosa, A. Invited presentation. Presented at the International Industrial Organization Conference (IIOC) in Atlanta, GA, April 2005.

Coordination and Control in Outsourcing Relationships. Anderson, E., Ang, S., Beath, C., Broschak, J., Davis-Blake, A., Harter, D., Huber, G., Parker, G., and Slaughter, S. Invited Presentation. Presented at a symposium of the Academy of Management Annual Meeting, Sponsored by the OCIS and OMT Divisions, New Orleans, LA, August 2004.

Identifying New Directions in Group Research. Argote, L., Kraut, R., Kiesler, S., Slaughter, S. and Weingart, L. Invited Presentation. Showcase symposium of the Academy of Management Annual Meeting. Sponsored by the OCIS and OB Divisions, New Orleans, LA, August 2004.

Economics of Open Source Software. Hann, I., Roberts, J. and Slaughter, S. Invited Presentation. Presented at a symposium of the American Economics Association meeting in San Diego, California, January 2004.

A Longitudinal Study of the Dynamics of Changes in Work Systems and Compensation for IT Professionals, Harter, D., Slaughter, S., and Ang, S. Invited Presentation. Presented at a symposium of the Academy of Management Annual Meeting, Sponsored by the OCIS and HR Divisions, Seattle, WA, August 2003.

Knowledge Transfer Mechanisms in Software Process Improvement, Invited Presentation. Presented at the Knowledge Management Symposium held at the University of Minnesota, Minneapolis, MN, March 2003.

The Missing Context of Information Systems Professionals, Ang, S. and Slaughter, S. Invited Presentation. Presented at a symposium of the Academy of Management Annual Meeting, Sponsored by the OCIS Division, Toronto, Canada, August 2000.

Papers Presented at Conferences (after critical review)

Research and Information Systems: How Information Systems are Transforming the Nature of Science (and what does this mean for IS Researchers), Kirsch, L.J., Slaughter, S.A. and Haney, M.H., presented at IFIP 8.6, Manchester, UK, June 14-16, 2007.

Knowledge Transfer and Quality Practices in the Implementation of a Sourcing Capability Model, Balint, T., Forman, C., Hyder, E., Paulk, M. and Slaughter, S., Presented at the Sloan Industry Studies annual conference, April 26-27, 2007, Cambridge, MA.

Controlling and Coordinating Large, Complex and Distributed Scientific Research Collaborations. Slaughter, S. and Kirsch, L. Presented at the WACE (Workshop for Advanced Collaboratory Environment) conference in Geneva, Switzerland, December 2006.

The Economic Value of Software Firms' Strategies and Capabilities in the Internet Boom and Bust: An Empirical Study, Slaughter, S., Li, S., and Shang, J., Presented at the Workshop on Information Systems and Economics (WISE), Evanston, IL, December 2006.

Process Transformation and Human Capital in Information Systems Development: Complements or Substitutes? Slaughter, S., Harter, D. and Ang, S., Presented at the Academy of Management Annual Meeting, Atlanta, GA, August 2006.

Communication Networks in an Open Source Software Project. Roberts, J., Hann, I., and Slaughter, S., Presented at the second International Conference on Open Source Systems, Como, Italy, June 8-10, 2006.

Examining the Role of General and Firm-Specific Human Capital in Predicting IT Professionals' Turnover Behaviors, Joseph, D., Ang, S., and Slaughter, S. Presented at the annual conference of the ACM Special Interest Group for Management Information Systems (SIGMIS), Claremont, CA, April 2006.

Coordination Mechanisms in Globally Distributed Software Development, Espinosa, A., Slaughter, S., Herbsleb, J. and Kraut, R. Presented at the International Conference on Management of Globally Distributed Work, Bangalore, India, December 28-30, 2005.

Compensation and Career Paths of IT Professionals. Joseph, D., Ang, S. and Slaughter, S. Presented at the Academy of Management Annual Meeting, Honolulu, HI, August 2005.

Identifying the Prototypical Career Paths of IT Professionals: A Sequence and Cluster Analysis, Joseph, D., Ang, S. and Slaughter, S. Presented at the ACM Special Interest Group for Management Information Systems (SIGMIS), Atlanta, GA, April 2005.

Why Developers Participate in Open Source Software Projects: An Empirical Investigation. Roberts, J., Hann, I., and Slaughter, S. Presented at the International Conference on Information Systems (ICIS), Washington, D.C., December 2004.

Economic Returns to Open Source Participation: A Panel Data Analysis, Hann, I., Roberts, J. and Slaughter, S. Presented at the Workshop for Information Systems and Economics (WISE), Washington, D.C., December 2004.

Effectiveness of Codification for Knowledge Sharing: A Mixed Methods Study, Boh, W. and Slaughter, S. Presented at the Academy of Management Annual Meeting, New Orleans, LA, August 2004.

Adoption of e-Procurement in Service Industries. Yu, S., Mukhopadhyay, T., and Slaughter S. Presented at the 23rd International Conference on Information Systems (ICIS), Seattle, WA, December 2003.

Human Capital and Process Transformation In IT Systems Development: Complements or Substitutes? Slaughter, S., Harter, D., and Ang, S. Presented at the Workshop on Information Systems and Economics (WISE), Seattle, Washington, December 2003.

A Learning Curve Analysis of Software Development. Boh, W., Slaughter, S., and Espinosa, A. Presented at the Academy of Management Annual Meeting, Seattle, WA, August 2003.

On the Uniformity of Software Evolution Patterns. Barry, E., Kemerer, C. and Slaughter, S. Presented at the International Conference on Software Engineering (ICSE), Portland, Oregon, May 2003.

Returns to Human Capital for IT Professionals. Slaughter, S. and Ang, S. Presented at the annual conference of the ACM Special Interest Group for Computer Personnel Research (SIGCPR), Philadelphia, Pennsylvania, April 2003.

Quality and Agility in Internet Speed Software Development. Baskerville, R., Levine, L., Pries-Heje, J., Ramesh, B., and Slaughter, S. Presented at the 22nd International Conference in Information Systems (ICIS), Barcelona, Spain, December 2002.

Economic Incentives in Open Source Projects. Hann, I., Roberts, J., Slaughter, S. and Fielding, R. Presented at the 22nd International Conference on Information Systems (ICIS), Barcelona, Spain, December 2002.

Explaining Participation in Open Source Projects: For the Love, the Money, or Both? Roberts, J., Hann, I., and Slaughter, S. Presented at the Workshop on Information Systems and Economics (WISE), Barcelona, Spain, December 2002.

A Longitudinal Study of Software Product Development. Harter, D. and Slaughter, S. Presented at the Academy of Management Annual Meeting, Denver, Colorado, August 2002.

Internal Labor Market Strategies and Turnover of Information Technology Professionals. Ang, S. and Slaughter, S. Presented at the annual conference of the ACM Special Interest Group for Computer Personnel Research (SIGCPR), Kristiansand, Norway, May 2002.

Why Do Developers Contribute to Open Source Projects? First Evidence of Economic Incentives. Hann, I., Roberts, J., Slaughter, S. and Fielding, R. Presented at the International Conference on Software Engineering (ICSE), Workshop on Open Source Software Engineering, Orlando, Florida, May 2002.

Does Organizational Tenure Pay for Information Technology Professionals? Slaughter, S. and Ang, S. Presented at the Workshop on Information Systems and Economics (WISE), New Orleans, Louisiana, December 2001.

Environmental, Strategic, and Structural Determinants of Information Systems Design Choices. Banker, R., Janakiraman, S., Konstans, C., and Slaughter, S. Presented at the Workshop on Information Systems and Economics (WISE), New Orleans, Louisiana, December 2001.

Divergent Practices for Software Development at Internet Speed. Baskerville, R., Levine, L., Pries-Heje, J., Ramesh, B., and Slaughter, S. Presented at the International Conference on Information Systems (ICIS), New Orleans, Louisiana, December 2001.

Engineering Software @ Internet Speed. Levine, L., Pries-Heje, J. and Slaughter, S. Presented at the International Conference on Software Quality (ICSQ), American Society for Quality, Pittsburgh, PA, October 2001.

Is Information Technology a “Boundaryless” Profession? A Sequence Analysis of the Career Histories of IT Professionals from 1979-1998. Boh, W., Ang, S. and Slaughter, S. Presented at the Academy of Management Annual Meeting, Washington, D.C., August 2001.

A Taxonomy of Employment Insourcing and Outsourcing Strategies in Information Systems. Ang, S. and Slaughter, S. Presented at the International Conference on Outsourcing in Information Systems (ICOIS), Bayreuth, Germany, June 2001.

An Empirical Evaluation of the Economic Value of Network Externalities in a Payment Network. Jallath-Coria, E., Mukhopadhyay, T., Slaughter, S. and Yarom, A. Presented at the Workshop on Information Systems and Economics (WISE), Brisbane, Australia, December 2000.

Determinants of ERP Adoption: An Empirical Analysis. Banker, R., Janakiraman, S., Konstans, C., and Slaughter, S. Presented at the Workshop on Information Systems and Economics (WISE), Brisbane, Australia, December 2000.

The Cascading Effect of Process Maturity on Software Quality. Harter, D. and Slaughter, S. Presented at the 21st International Conference on Information Systems (ICIS), Brisbane, Australia, December 2000.

Measuring Software Volatility: A Multi-Dimensional Approach. Barry, E., Kemerer, C. and Slaughter, S. Presented at the 21st International Conference on Information Systems (ICIS), Brisbane, Australia, December 2000.

Profiles and Patterns of Software Evolution. Slaughter, S. Presented at the 3rd Fall Conference on Managing Information Technologies, October 2000, Troy, Michigan. Sponsored by the School of Business Administration, Oakland University, and Computer Associates, DaimlerChrysler, Data Systems, EDS, Lear and Tata Infotech.

Software Volatility: A System-Level Measure, Barry, E., Kemerer, C., and Slaughter, S. Presented at the Association for Information Systems Americas Conference (AMCIS), Long Beach, CA, August 2000.

An Empirical Analysis of Software Evolution Profiles and Outcomes, Barry, E., Kemerer, C., and Slaughter, S. Presented at the International Conference on Information Systems (ICIS), Charlotte, North Carolina, December 1999.

Organizational Consequences of Selective Information Systems Outsourcing, Slaughter, S. and Barry, E. Presented at the INFORMS Fall Meeting, Philadelphia, Pennsylvania, November, 1999.

Does Tenure Pay in Information Systems? Slaughter, S., Ang, S., and Li, B. Presented at the Academy of Management Annual Meeting. Chicago, Illinois, August 1999.

Toward a Detailed Classification Scheme for Software Maintenance Activities, Barry, E., Kemerer, C., and Slaughter, S. Presented at the Association for Information Systems Americas Conference (AMCIS), Milwaukee, Wisconsin, August 1999.

Life Cycle Effects of Software Quality: A Longitudinal Analysis, Harter, D., Slaughter, S., and Krishnan, M. Presented at the International Conference on Information Systems (ICIS), Helsinki, Finland, December 1998.

Determinants of Compensation for IT Professionals: A Cross-Level Analysis, Ang, S., Slaughter, S., and Yee, N. Presented at the Academy of Management Annual Meeting, San Diego, CA, August, 1998.

A Longitudinal Empirical Analysis of Software Evolution, Kemerer, C. and Slaughter, S. Presented at the International Workshop on the Principles of Software Evolution, International Conference on Software Engineering (ICSE), Kyoto, Japan, April 20, 1998.

Effects of Information Systems Employment Outsourcing: Multiple Informants' Perspectives. Ang, S. and Slaughter, S. Presented at the Hawaiian International Conference on Systems Sciences (HICSS), Kailua-Kona, Hawaii, January, 6-8, 1998.

A Longitudinal Analysis of Software Maintenance Patterns. Kemerer, C. and Slaughter, S. Presented at the International Conference on Information Systems (ICIS), Atlanta, Georgia, December 1997.

Turning Over and Away from the Information Systems Profession: A Causal Analysis, Lee, C., Ang, S., and Slaughter, S. Presented at the International Conference on Information Systems (ICIS), Atlanta, Georgia, December 1997.

The Interrelationships between Quality, Cost and Cycle Time in Software Products: An Empirical Evaluation. Harter, D., Krishnan, M. and Slaughter, S. Presented at the Workshop on Information Systems and Economics (WISE), Atlanta, Georgia, December 1997.

Software Project Management: The Relationships Among Effort, Change and Time, Barry, E., Mukhopadhyay, T., and Slaughter, S. Presented at the Third Annual Meeting of the Association for Information Systems (AIS), Indianapolis, Indiana, August 1997.

Efficiency of Economic Tradeoffs in Software Design: An Empirical Evaluation. Banker, R. and Slaughter, S. Presented at the Workshop for Information Systems Economics (WISE), Cleveland, Ohio, December 1996.

Braking IS's Revolving Door: A Study of Internal Labor Markets and IS Turnover. Ang, S. and Slaughter, S. Presented at the International Conference on Information Systems (ICIS), Cleveland, Ohio, December 1996.

Need for Longitudinal Studies of Software Maintenance. Kemerer, C. and Slaughter, S. Presented at the International Workshop on Empirical Studies of Software Maintenance (WESS), Monterey, California, November 1996.

How Software Evolves: A Time Series Analysis of Software Change Histories. Slaughter, S. Presented at the Second Meeting of the Association for Information Systems (AIS), Phoenix, Arizona, August 1996.

Diseconomies of Software Portfolio Diversity. Banker, R. and Slaughter, S. Presented at the INFORMS Conference, Washington, D.C., May 1996.

Software Portfolio Diversity and Enhancement Costs. Banker, R. and Slaughter, S. Presented at the Inaugural Meeting of the Association for Information Systems (AIS), Pittsburgh, Pennsylvania, August 1995.

Software Development Practices and Software Reliability: A Longitudinal Analysis. Banker, R. and Slaughter, S. Presented at the Workshop for Information Systems Economics (WISE) at the London Business School, December 1995.

Contingent Workforce in Information Systems. Ang, S. and Slaughter, S. Presented at the Inaugural Meeting of the Association for Information Systems (AIS), Pittsburgh, Pennsylvania, August 1995.

Assessing the Use and Effectiveness of Metrics in Information Systems. Slaughter, S. Presented at the annual meeting of the International Function Points User's Group (IFPUG), Orlando, Florida, April 1994.

Metrics in Information Systems. Presented at the quarterly meeting of the Twin Cities Function Points User's Group (TCFPUG), Minneapolis, Minnesota, May 1993.

In Search of Software Maintenance Productivity and Quality: Does Software Complexity Matter? Banker, R. and Slaughter, S. Presented at the International Conference on Information Systems (ICIS), December 1994.

An Empirical Study of the Impact of Software Complexity on Software Maintenance Productivity. Banker, R. and Slaughter, S. Presented at the Information and Decision Sciences Workshop, University of Minnesota, Minneapolis, Minnesota, January, 1994.

Software Complexity and Software Maintenance Productivity. Banker, R. and Slaughter, S. Presented at the Workshop for Information Systems and Economics (WISE), Orlando, Florida, December 1993.

Critical Problems and Action Agenda for Issue 8: Is Application Development Focused on Real Problems? Traummüller, R. and Slaughter, S. Presented at the IFIP World Congress, Hamburg, Germany, August 1994.

Is Information Technology Different? A Critical Analysis of the Concept of Technology in the Organizational and Information Systems Literatures. Slaughter, S. and Beath, C. Presented at the Academy of Management Annual Meeting, Atlanta, Georgia, August 1993.

Conference or Program Committee Chair

Program co-Chair elect, International Conference on Information Systems (ICIS), Tempe, Arizona, 2009.

Panel Chair, International Conference on Open Source Software (OSS), Limerick, Ireland, 2007.

Program Committee Member. International Conference on Information Systems (ICIS), Washington, D.C., 2004.

Program Committee Member. International Conference on Information Systems (ICIS), Seattle, Washington, 2003.

Program Committee Member. Special Interest Group for Computer Personnel Research (SIGCPR). Philadelphia, Pennsylvania, 2003.

Program Committee Member. International Conference on Information Systems (ICIS), New Orleans, Louisiana, 2001.

Track Co-Chair, Research in Progress. International Conference on Information Systems (ICIS), Brisbane, Australia, 2000.

Program Co-Chair. Workshop on Information Systems and Economics (WISE), Charlotte, North Carolina, 1999.

Program Committee Member. International Conference on Information Systems (ICIS), 1999.

Conference Session Chair

Faculty Counselor. IS Ph.D. Doctoral Consortium at Academy of Management Meeting, OCIS Division, August 2007.

Session Chair. Technology Change and Evolution of Industry Structure at the Academy of Management Annual Meeting, August 2006.

Faculty Counselor. IS Ph.D. Doctoral Consortium at the International Conference on Information Systems (ICIS), December 2005.

Session Chair. Information Technology Adoption by Firms at the Academy of Management Annual Meeting, August 2005.

Session Leader. New IS Faculty Workshop at the Academy of Management Annual Meeting, August 2004.

Session Leader. Doctoral Student Workshop at the International Conference on Information Systems (ICIS), December 1997.

Session Chair, Second Meeting of the Association for Information Systems (AIS), August 1996.

Discussion at Conference

Discussant. Workshop on Information Systems and Economics (WISE), Barcelona, Spain, December 2002.

Invited Panelist. *Issues in Global Software Development*, ACM Special Interest Group for Computer Personnel Research (SIGCPR), Kristiansand, Norway, May 2002.

Discussant. MIS Quarterly Workshop, University of Oklahoma, Norman, Oklahoma, May 2000.

Discussant. Workshop on Information Systems and Economics (WISE), New York, December 1998.

Invited Panelist. *Performance Effects of Outsourcing*. Conference on Contracting and Organizational Structure, University of Pittsburgh, Pittsburgh, PA, April 25, 1997.

Discussant. Issue 8 Session. International Federation for Information Processing (IFIP) World Congress, Hamburg, Germany. August 1994.

Discussant. SIGCPR, Alexandria, Virginia. March 1994.

Discussant. IFIP Working Committee 8.2, Minneapolis, June 1992.

Membership and Activities in Professional Societies

Academy of Management, 1992 – present

Association for Information Systems, 1995 - present.

Association for Computing Machinery, 1994 – present.

INFORMS and Society for Information Systems, 2005 – present.

EDITORIAL ROLES

Departmental Editor

Co-Editor, Management Science, Information Systems Department, 2007-2009.

Senior Editor

Co-Editor. Special issue of Information Systems Research on Flexible and Distributed Information Systems Development, 2007-2008.

Senior Editor. Information Systems Research, 2004-2007.

Senior Editor. Production & Operations Management. Management of Technology Department, 2003-2005.

Co-Editor. Special Issue of Information Technology and Management on Managing Software Development and Maintenance, 1999-2000.

Associate Editor and Editorial Board

Editorial Review Board. Organization Science, 2004-2008.

Associate Editor. Management Science, Technological Innovation, Product Development, and Entrepreneurship Department, 2002-2007.

Associate Editor. Management Science. Information Systems Department, 2002-2004.

Associate Editor. Journal of the Association for Information Systems, 2002-2004.

Associate Editor. Information Systems Research, 2000-2003.

Associate Editor. MIS Quarterly, 2000-2002.

Associate Editor. Journal of Database Management, 2000-2002.

Associate Editor. MIS Quarterly, Special Issue on Knowledge Management, 2003-2004.

Associate Editor. Management Science, Special Issue on Managing Knowledge in Organizations, 2001-2002.

Associate Editor. Management Science, Special Issue on Design and Development, 1998-2000.

Ad Hoc Reviewer

Communications of the ACM

Computing Surveys

Decision Sciences

IFIP

Information and Software Technology

Information Systems Frontiers

Information Systems Research

Information, Technology and People

Management Science
MIS Quarterly
OMEGA
Operations Research
Organization Science
Sloan Management Review
Software Practice and Experience

Review of Textbooks

Reviewer of *Object Oriented Analysis*. Textbook by D. Brown. John Wiley & Sons, Inc., 2000.

Reviewer of *MIS for the Information Age*. Textbook by S. Haag. McGraw-Hill, 1997.

Editorial Roles In Professional Meetings

Program Review Committee Member. Workshop on Empirical Studies in Software Maintenance (WESS), 1999.

Program Review Committee Member. International Workshop on Evaluation of Systems Analysis and Design Modeling Methods, 1998-2001.

Program Review Committee Member. Special Interest Group for Computer Personnel Research (SIGCPR). 1994-2001, 2003.

Other Editorial Roles

Panelist for Proposal Review, National Science Foundation, CISE Division, July 2007.

Panelist for Proposal Review, National Science Foundation, CISE Division, January 2007.

Proposal Reviewer, Social Sciences and Humanities Research Council of Canada (SSHRC), Canada, January 2006.

Panelist for Proposal Review, National Science Foundation, CISE Division, March 2002.

Proposal Reviewer, Social Sciences and Humanities Research Council of Canada (SSHRC), Canada, January 2002.

TEACHING AND EDUCATION

Courses Taught at CMU

<u>Number</u>	<u>Title</u>	<u>Year</u>
47-953	Information Systems PhD Seminar	2006-2007
70-453	Systems Analysis & Design	2006-2007
14-777	Information Systems Modeling	2006-2007
45-878	Sourcing Information Systems	2005-2006
70-453	Systems Analysis & Design	2005-2006
14-777	Information Systems Modeling	2005-2006

45-878	Sourcing Information Systems	2005-2006
45-878	Information Systems Development	2004-2005
70-453	Systems Analysis & Design	2003-2004
45-968	Information Systems Modeling	2003-2005
47-953	Information Systems PhD Seminar	2003-2004
45-878	Information Systems Development	2003-2004
45-878	Information Systems Development	2003-2004
45-878	Information Systems Development	2002-2003
46-941	Information Systems Modeling	2002-2003
70-455	Database Design	2002-2003
70-453	Systems Analysis & Design	2002-2003
70-455	Database Design	2001-2002
70-453	Systems Analysis & Design	2001-2002
45-870	Management Information Systems	2001-2002
45-870	Management Information Systems	2001-2002
70-453	Systems Analysis & Design	2000-2001
45-870	Management Information Systems	2000-2001
45-870	Management Information Systems	2000-2001
45-870	Management Information Systems	2000-2001
47-952	Information Systems PhD Seminar	2000-2001
70-453	Systems Analysis & Design	1999-2000
45-870	Management Information Systems	1999-2000
45-870	Management Information Systems	1999-2000
45-870	Management Information Systems	1999-2000
70-453	Systems Analysis & Design	1998-1999
45-870	Strategic Information Systems	1998-1999
45-870	Strategic Information Systems	1998-1999
45-870	Strategic Information Systems	1998-1999
45-870	Strategic Information Systems	1998-1999
70-451	Management Information Systems	1997-1998
70-451	Management Information Systems	1997-1998
45-870	Strategic Information Systems	1997-1998
45-870	Strategic Information Systems	1997-1998
70-453	Systems Analysis & Design	1996-1997
45-970	Strategic Information Systems	1996-1997
45-970	Strategic Information Systems	1996-1997
70-451	Management Information Systems	1996-1997
47-952	Information Systems PhD Seminar	1995-1996
45-970	Strategic Information Systems	1995-1996
45-970	Strategic Information Systems	1995-1996
70-451	Management Information Systems	1995-1996

Student Projects

Undergraduate Students

Advisor, Thesis, Edward Liang, "The Impact of Offshoring on the Careers of IT Professionals," completed Spring 2004.

Co-Advisor, Thesis, Evelyn Tay, "Linux Vendors in the Software Market," completed Spring 2004.

Advisor, Thesis, Robert Fetterman, "Development of a Web Site and Database to Support Research on Software Evolution," completed Spring 2002.

Advisor, Thesis, Uma Mutharasan, "Competitive Strategies and Software Development Practices for Internet-based Applications," completed Spring 2001.

Advisor, Thesis, Boluo (Stephanie) Yang, "Adoption of Web Procurement Systems," completed Spring 2000.

Advisor, Independent Study Project, Sery Yoon, "Designing a Web Database for the Korean Central Church of Pittsburgh," completed Spring 2000.

Advisor, Thesis, Preeta Roy, "Using Information Technology for Strategic Advantage in the Telecommunications Industry: The Case of Sprint", completed Spring 1999.

Advisor, Independent Study Project, Bridgette Bobo, "Turning Away of Information Systems Professionals", completed Spring 1998.

Co-Advisor, Mary Miller, Self-Designed Major in Quantitative Business Systems, 1997-1998

Advisor, Independent Study Project, Despina Scarvelis, "Career History Patterns of Information Systems Professionals," completed Fall 1996.

Advisor, Thesis, Hendrick Sin, "An Analysis of Software Complexity Measures", completed Spring 1996.

Advisor, Independent Study Project, Weelin Sim, "A Time Series Analysis of Software Change Histories", completed Spring 1996.

Master's Students

Advisor, Independent Study Project, P.S. Subramaniam, "Quality Certification Models for IT Development and Services," completed Spring 2006.

Advisor, Independent Study Project, Kenneth Lewis and David Betts, "Developing an Information Technology Plan for Family House," completed Spring 2002.

Co-Advisor, E-Commerce Practicum Project Team, "Automating Project Size Estimation in a web-based RFP System for Core-Teck," Masters of Science in Electronic Commerce Program, completed Spring 2001.

Advisor, Independent Study Project, Devang Shah, "Assessing the Usefulness of UML for Data Modeling," completed Spring 2000.

Advisor, Thesis, Arshaad Mirza, "An Analysis of the Implementation of SAP," completed Spring 1999.

External Reviewer, Thesis, Ms. Ginny Ooi Huey Jiun, "Activity Based Costing Approach to Systems Development" Nanyang Technological University, Singapore, completed Spring 1999.

Advisor, Thesis, Sree Anand, "Information Technology Architectures and New Organizational Forms" completed Fall 1997.

Advisor, Independent Study Project, Tatsuya Hojo, "Strategic Use of Information Systems," completed Spring 1997.

Advisor, Thesis, Patrick Lee, "Information Technology Enabled Strategic Outsourcing" completed Fall 1996.

Doctoral Students at CMU

Co-Chair, Thesis Committee, Bryon Balint (Tepper), "Capabilities and Learning in eSourcing," in progress, Reader, Second Year Paper, "Performance effects of the eSourcing Capability Model," Summer 2007, Reader, First Year Paper, "Implementing the eSourcing Capability Model," Summer 2006.

Co-Chair, Thesis Committee, Nishtha Langer, "Essays on Outsourcing," in progress.

Co-Chair, Thesis Committee, Jeff Roberts (Tepper), "Motivation and Performance in Open Source Software Development", *Defended Spring 2006*. Placement: Duquesne University. Reader, First Year Paper, "Reputation and Incentives in Open Source Software Development" Summer 2001 and Second Year Paper, "Motivations to Participate in Open Source Software Development" Summer 2002.

Co-Chair, Thesis Committee, Seunghee Yu (Tepper), "Assimilation and Value of e-Procurement Systems", *Defended Spring 2005*. Placement: Hong Kong University of Science & Technology. Reader, Second Year Paper, "The Adoption of Electronic Commerce Systems," Summer 2001.

Co-Chair, Thesis Committee, Wai Fong Boh (Tepper), "Learning and Knowledge Transfer Mechanisms in Knowledge Work", *Defended Spring 2004*. Placement: Returned to Nanyang Technology University, Singapore. Reader, First Year Paper, "Is Information Technology a Boundaryless Profession?" Summer 2001 and Second Year Paper, "Learning in Software Development" Summer 2002.

Co-Chair, Thesis Committee, Evelyn Barry (Tepper), "Software Evolution Profiles and Patterns", *Defended Spring 2001*. Placement: Texas A&M University. Reader, Second Year Paper, Summer 1997 and First Year Paper, Summer 1996.

Co-Chair, Thesis Committee, Don Harter (Tepper), "The Life-Cycle Effects of Software Process Maturity". *Defended Spring 2000*. Placement: University of Michigan.

Member, Thesis Committee, Xuefei (Nancy) Deng, "User participation, knowledge transfer and shared mental models in the consultant-user design teams," 2005-2006.

Member, Thesis Committee, Tai Kim (Tepper), "A Longitudinal Study of Employee Participation in Organizational Change," 2003-2004.

Member, Thesis Committee, Alberto Espinosa (Tepper), "Coordination in Distributed Software Development," 2000-2002.

Member, Thesis Committee, Eduardo Jallath-Coria (Tepper), "Network Externalities in an Inter-Bank Payment System", 1998-2000.

Member, Thesis Committee, Elaine Hyder (Tepper), "Multiple Role Conflict in Technology Standards Setting", 2000-2001.

Member, Thesis Committee, Anand Gopal (Tepper), “Essays in Software Engineering”, 2000.

Member, Thesis Committee, Brian Butler (Tepper), “The Dynamics of Cyberspace: Examining and Modeling Online Social Structure”, 1997-1999.

Reader, First Year Paper, Seung Kyun Ho (Tepper), “Information Technology and Agility”, Summer 2004.

Reader, First Year Paper, Michael Ashworth (Tepper), “The Value of Human Capital in IT”, Summer 2003.

Reader, First Year Paper, Baohua (Wendy) Li (Tepper), “Compensation and Mobility of Information Technology Professionals”, Summer 1998.

Doctoral Student Supervision (at other Universities)

Member, Thesis Committee, Charles Liu (University of Pittsburgh), “Winners-Take-Some: The Impact of Conversion Technologies on Network Externalities in Digital Goods Markets,” 2006-2007.

External Examiner, Christine Koh (Nanyang Technological University), Ph.D. Thesis: “Information Technology Outsourcing Value Creation”, 2005.

Member, Thesis Committee, Damien Joseph (Nanyang Technological University), Career Patterns of Information Technology Professionals, 2004-2006.

Member, Thesis Committee, Tim Babbitt (University of Pittsburgh), “Turnover of Information Technology Professionals”, 2000-2003.

Member, Thesis Committee, David Darcy (University of Pittsburgh), “Coupling and Cohesion in Object-Oriented Design”, 1999-2001.

EDUCATIONAL CONTRIBUTIONS

New and Substantially Revised Courses

47-953 Information Technology and Systems Outsourcing: Issues and Opportunities for Research (Spring 2007). Created a new Ph.D. seminar on IT outsourcing.

45-878 Sourcing Information Systems (Fall 2005). Re-designed systems development course to focus on sourcing decisions including outsourcing.

45-968 Information Systems Modeling (Spring 2003). Designed, developed and taught as a technically oriented IS modeling course based upon UML for INI master’s students.

45-878 Information Systems Development (Fall 2002). Designed, developed, and re-introduced as an IS elective for MBA students to provide a balanced managerial and technical perspective of IS development in a business context.

70-455 Information Resource Management (Spring 2002). Complete re-design to include latest concepts in database design and data management and to incorporate the latest database technologies.

45-870 Management of Information Systems (Spring 2000). Complete re-design of 45-970 as a core IS elective with “hands on” technology applications.

70-453 Systems Analysis and Design (Spring 2000). Complete re-design as an object-oriented (UML) class.

45-970 Strategic Information Systems (Fall 1995). New: designed, developed, and taught as an IT Strategy course.

70-453 Systems Analysis and Design (Spring 1997). New: designed, developed and taught.

70-451 MIS (Fall 1996). Substantially revised to add “hands on” computing applications.

SERVICE AT GEORGIA INSTITUTE OF TECHNOLOGY

College of Management Service/Committees

Ph.D. Coordinator (2007-)

Member, Ph.D. Program Taskforce (2007-)

SERVICE AT CMU

Tepper School of Business Service/Committees

Member, MBA Curriculum Committee and Global Enterprise Management Track (2002-2007).

Member, Tepper Women & Minority Recruiting Committee (2006-2007).

Member, BSBA Strategy Committee (2006-2007).

Co-Advisor, MBA Business and Technology Club (2005-2007).

Co-Coordinator, Tepper Information Systems Seminar Series (1999-2000 and 2006-2007).

Chair (1997-2002) and Member (1997-2006), BS/BA Educational Affairs Committee and Information Systems Undergraduate Track Advisor.

Track Advisor, MBA track on e-Business Technologies (2003-2005).

Member, Qatar Steering Committee (2003-2005).

Member, MBA Curriculum Committee (2002-present).

Member, Tepper Faculty Computing Committee (2002-2003).

Member, Elliott Dunlap Smith Award Committee (1999-2003).

Chair (2001-2002) and Member (1998-1999), Faculty Recruitment (Information Systems) Committee.

Member, Tepper Dean Search Committee (Spring 2001).

Member, BA Head Search Committee, (Spring 2001).

Member, Tepper Management Game Board (1997-2001).

Judge, Deloitte Touche Consulting Case Competition (Fall 2001).

Member, Faculty Mentors (Junior Faculty) Committee (1998-2001).

Member, Tepper Strategic Planning Committee (Fall 2000).

Judge, AMS Award for Best MSEC Practicum (Spring 2000).

Member, Thomas Kerr Ethics Award Committee (Spring 1998).

Judge, Information Technology Awards Contest (Fall 1998). Co-sponsored by American Management Systems and Carnegie Mellon University.

Co-Advisor, Tepper Management of Technology Club (1997-1998).

Faculty Advisor to Student Team, EDS Case Competition (Fall 1996, Fall 1997). Team placed second out of 40 schools participating in the competition in 1996.

Other Carnegie Mellon

Member, Public Art Committee (2006-2007).

Member, Faculty Senate (2004-2006).

Member, Computing Cluster Planning Committee (1999-2003).

Member, Ryan Award Committee (1999-2002).

Member, University Education Council (1999-2001).

OTHER

Executive Education

Organization and Management of the IT Function, Post Graduate Programme in Management, Indian School of Business, Hyderabad, India, September 2006.

Software Architectures in the Internet Era, NCCMS Program for Japanese Software Executives, August 2002.

The Economics of Software Quality, Session for Danish Software Managers, Copenhagen, Denmark, August 2002.

Quality Software Development at Internet Speed, NCCMS Program for Japanese Executives, May 2001.

Avoiding the Pitfalls of Project Management, Program for Project Leaders, March 2001.

An Overview of Project Management, Program for Alstom, Inc., November 2000.

A Competency Model for Developing and Motivating Information Technology Professionals, NCCMS Program for Japanese Executives, May 2000.

Building Information Technology Competencies for the New Millennium, NCCMS Program for Japanese Executives, June 1999.

Building Change Readiness Capabilities in the Information Systems Organization, JUAS Executive Forum, New York, October 1998.

Strategic Management of Information Systems, Program for MBA Executive Participants of the Cranfield School of Management, June 1998.

Managing Information Technology Architectures and Human Resources, NCCMS Program for Japanese Executives, April 1998.

Software Project Management, Program for Executives of Automated Data Processing, New Jersey, November 1997.

Other Commentary

Why companies should consider using portable tools, Commentary in *IT Manager's Journal*, May 2, 2005

Panel Moderator. C200 Spring Outreach Seminar, March, 2002.

Hosted Luncheon for CMU Alumni in Washington, D.C., August 6, 2001.

Panel Moderator, Tepper Career Fair, September 13, 2000.

Discussion Leader with John Woolford, Strategies for Teaching Graduate Students at CMU, New Faculty Orientation, Eberly Teaching Center, August 17, 1999.

Distinguished Speaker, Technology, Innovation & Business, Tepper 50th Anniversary Celebration, April, 1999.

Radio interview, KQV, *On the Business*, March 18, 1999.

Y2K, *Inside Pittsburgh*, Channel 4 Broadcast, January 13, 1999.

Reader's Forum, *Communications of the ACM*, 1998.

Evaluating Information Technology Investments, Commentary in *CIO Magazine*, 1998.

Year 2000 Commentary, Fox 53 News Broadcast, March 11, 1997.