

# BIH-RU LEA, Ph.D.

## *Curriculum Vita*

Address: Department of Business & Information Technology  
Missouri University of Science and Technology  
301 W. 14th Street, Rolla, MO 65409  
e-mail: leabi@mst.edu  
Phone and FAX: (573) 341-6436 (Office), (573) 341-4812 (FAX)

### Education and Certification:

**Ph.D. in Industrial Management, Clemson University, Clemson, SC, May, 1998**

Dissertation Title: *The Impact of Management Accounting Alternatives in Different Manufacturing Environments*

Focus Areas: Operation Management and Management Information Systems

Advisor: Dr. Lawrence LaForge

**Master of Professional Accountancy, Clemson University, Clemson, SC, May, 1992**

Focus Area: Managerial Accounting

**Bachelor of Business (Accounting), Tamkang University, Taiwan, June, 1988**

**Rapid Developer Certification, Mendix (certificate number: 13913), July, 2018**

**SAP Certified Business Associate, SAP America, Inc. (license no: 0008487257), May 2011**

### Research & Teaching Interests

- Enterprise Resource Planning (ERP) System Landscape and Architecture Design and Implementation
- Data Visualization and Decision Quality
- Impact of Performance Dashboards and Scorecards on Enterprise Strategies and Operations
- Visual Analytics and Intelligence on Supply Chain Visibility and Agility
- Enterprise Resource Planning (ERP) and Operational Effectiveness and Efficiency
- Cloud Computing and App Development
- In-memory Data Warehouse Design and implementation in Analytics Support
- Influential Factors affecting Enterprise Mobility
- Business Application of Software Intelligent Agents
- Interdisciplinary Study in the Areas of Management Accounting Systems, Computer Information Systems, and Operations Management
- Impact of Information technology Usage on Business Education in Higher-Education Environments

### Recognitions

- Named in "Top 10 Outstanding ERP Professors," BSchools.org, March, 2019
- Outstanding Teacher Award, Missouri University of Science & Technology, December 2018.
- Instructional Innovation Award, Annual Conference, Decision Science Institute, November 2018
- Best Learning and Education Research Paper Award, Annual Conference, Decision Science Institute, November 2018.
- Excellence in Service to Students Award, National Society of Leadership and Success - Sigma Alpha Phi, Missouri S&T Chapter, April 2018.
- Outstanding Professor Award of Excellence, Global Learning, Missouri University of Science & Technology, March 2017.
- Outstanding Teacher Award, Missouri University of Science & Technology, December 2016.
- Inspirational Women Award, Leadership and Cultural Programs and Women's Programs, Missouri University of Science & Technology, 2014

- Outstanding Scholar Award, Midwest Chinese American Science & Technology Association, St. Louis, MO, 2014
- Global Learning 2010 Outstanding Teaching Commendation Award, Missouri University of Science & Technology, 2010
- Outstanding Teacher Award, Business & Information Technology, Missouri University of Science & Technology, 2009.
- Team Coach, Champion of 2<sup>nd</sup> International ERP Simulation Competition, Montreal, CA, June 2008.
- Who's Who of American, 2004 – present
- Who's Who of American Women, 2006-2007 25th Silver Anniversary Edition
- Beta Gamma Sigma since 1998

## **Professional Experience**

**09/08 to present Associate Professor of Business & Information Technology, SAP Campus Coordinator, Center for ERP director,** Missouri University of Science & Technology, Rolla, Missouri

- Taught classes in the areas of Enterprise Resource Planning (ERP), Performance Dashboards Prototyping and Visualization, Business Intelligence, ERP Configuration and Implementation, and Supply Chain Management
- Responsible for company engagement and have established more than 60 major corporate partners for the Department of Business & Information Technology and S&T since 2003.
- Responsible for the Center for ERP operations that include ERP curriculum design, corporate research and education collaborations, student co-op/internship programs, and enrichment activities.
- Responsible for Microsoft University Alliance, SAP Academic Alliance, Oracle Academic Alliance, and SAS.

**07/19 to 08/19 SAP Consultant, ABB, Selmer, Tennessee.**

- Review, validate, and recommend improvement in SAP architecture design and configuration.
- Provide technical support and trouble shootings on SAP system operations and configuration.
- Facilitate, review, and develop user training and education plan and materials.
- Develop use cases for ABB and ERP classes at Missouri S&T.
- Develop collaboration plans between ABB and Missouri S&T.

**09/03 to 08/08 Assistant Professor of Business & Information Technology and SAP Campus Coordinator,** Missouri University of Science & Technology, Rolla, Missouri

- Taught classes in the areas of accounting principles, managerial accounting, Enterprise Resource Planning (ERP), Strategic Enterprise Management, ERP Configuration and Implementation, Supply Chain Management, and System Design and Analysis.
- Initiate and responsible for Microsoft University Alliance, SAP Academic Alliance, Oracle Academic Alliance, and SAS Academic Alliance programs.
- Core faculty team in the curriculum design and deployment of MBA program
- Core faculty team involved in the AACSB Accreditation

**06/99 to 05/03 Assistant Professor of Computer Information Systems,** University of Louisville, Louisville, Kentucky

- Taught classes in the areas of computer programming, web programming, WWW development, and management information systems
- Served in CIS Curriculum Development Committee to re-design the web-based CIS curriculum
- Initiate and deployed a multi-media interactive computer classrooms for CIS Department
- Actively involved in faculty development activities representing views of female and minority faculty in IT

**Assistant Research Director, UPS Center for World-wide Supply Chain Management, Logistics and Distribution Institute, University of Louisville, Louisville, Kentucky**

- Coordinates research projects in the areas of enterprise resource planning (ERP), supply chain management (SCM), manufacturing performance, and management accounting systems.

**08/98 to 05/99 Assistant Professor of Management Information Systems at Anderson University, Anderson, South Carolina**

- Taught classes in the areas of computer application, programming, Web Design, database management, system design and analysis, management information systems, and Internet utilization.
- Played a major role in the CIS Curriculum Development Committee to establish a Computer Information System (CIS) concentration for Anderson College
- Provided and coordinated faculty trainings in the areas of web design, computer application, hardware and software maintenance
- Played an important role in coordinating the constructions of multi-media enhanced interactive computer teaching classrooms
- Actively involved in the Technology Committee that oversaw the development of computer technology blueprint for the College as a whole
- Play a key role in the coordination of design and development of the Anderson College website

**05/98 to 07/98 Visiting Instructor at Clemson University, Clemson, South Carolina**

- Taught classes in information system design and database management systems for MBA program

**08/97 to 05/98 Assistant Professor of Computer Science at Anderson University, Anderson, South Carolina**

- Taught Introduction to Information Processing, Computer Science I, Computer Science II, Computer Applications in Business, and Management of Information Systems
- Served as web masters for Business Division, VanLab, and many other divisions
- Provided professional opinions and established guidance for computer technology development at Anderson College

**01/97 to 06/97 Instructor at Anderson University, Anderson, South Carolina**

- Taught Introduction to Information Processing, Computer Science I, and Management of Information Systems

**10/96 to 05/97 Research Assistant at Clemson Apparel Research, Clemson, South Carolina**

- System Analysis and Implementation
- Simulation modeling and programming

**08/90 to 05/97 Research and Teaching Assistant at Clemson University, Clemson, South Carolina**

- Taught Management Application of Microcomputers, Computer Utilization, and Introductory to Statistics
- Provided technical support to faculty members in the Management Department in the areas of Statistical Data Analysis, computer programming, and computer simulation.

## **Grants and Contracts**

### **Grants & Funding Received (Total Funded: \$516,654.14, Share Credit: \$293,050.55)**

- Lea, B-R. (PI: 40%), Yu, W.B. (20%), Claybaugh, C. (20%), Chiu, Y. (20%), Advancing Enterprise Resource Planning (ERP) Education, Boeing, \$1,000 Annually, 2019.
- Lea, B-R, (PI, 100%), Expanding Research and Teaching Productivity through Collaboration with ABB, Clemson University, and University of Missouri – St. Louis, Mini-Sabbatical Grant, Center for Advancing Faculty Excellence (CAFÉ), Missouri University of Science and Technology, \$7,402.16, 2019

- Lea, B-R, (PI, 100%), ERP Simulation Competition Sponsorship, \$2,000, 2019
- Lea, B-R, (PI, 70%), Claybaugh, C. (Co-PI, 30%) Influence of Cognitive Aptitude and Personality Traits on Performance of Learning an Enterprise Resource Planning (ERP) System, ROLLA\_0059122\_00065644\_V101, Charter Communications, \$7,115 (shared credit: \$4980.5), December 1-31, 2018
- Lea, B-R, (PI, 100%), ERP Simulation Competition Sponsorship, \$2,734, 2018
- Lea, B-R (PI: 50%), Eng, L. (Co-PI: 50%), Impact of Cross Functional Interdisciplinary Team Structure and Immersive Learning Environment on Students' Perception of learning experience, Engagement, and Course Satisfaction, Office of Undergraduate Studies and Global Learning, Missouri S&T, awarded, \$3,000 (shared credit: \$1,500), September 2016- May 2017.
- Lea, B-R, (PI, 100%), ERP Simulation Competition Sponsorship, \$1,980, 2017
- Lea, B-R, (PI, 100%), ERP Simulation Competition Sponsorship, \$1,760, 2016
- Lea, B-R (PI, 100%), Influence of Visualization Model Complexity and Prior Autism Spectrum Disorder (ASD) Knowledge on Teachers' Ability for Early ASD Diagnosis, Eastman Chemical, \$1,500, 2016-2017.
- Lea, B-R, (PI, 100%), ERP Simulation Competition Sponsorship, \$900, 2016.
- Lea, B-R, (PI, 100%), Collaborative Supply Chain Planning Involving Local Entrepreneurs: A Fort Leonard Wood Case Study, Deloitte, \$900, 2015 -2016.
- Lea, B-R (PI, 45%), Smith, G. (Co-PI, 45%), Uetrecht, D. (Co-PI, 10%), HANA Appliance in Research & Teaching Support, as a part of [Missouri S&T Virtualization and Big Data Infrastructure Laboratory](#), \$128,241.98, 2014 - 2016.
- Lea, B-R (PI, 50%), Yu, W (Co-PI, 50%): Applications and Literature Review of In-memory Data Warehouse Architecture and Big Data Visualization Modeling in Medical Diagnostics Decision Process, \$5,000, Business & Information Technology, 2015-2016.
- Lea, B-R (PI, 100%), Business Analytics & Big Data, \$1,000, Deloitte, 2015-2016
- Lea, B-R (PI, 100%), \$2,500, Union Pacific, 2015-2016, 2017-2018.
- Lea, B-R (PI, 100%), Autism Spectrum Disorder & Visualization, Eastman Chemical, \$1,500, 2015-2016.
- Lea, B-R, (PI, 100%), ERP Simulation Competition Sponsorship, \$1,200, 2015.
- Lea, B-R, (PI, 100%), Deloitte Case Competition, \$1,000, 2015.
- Lea, B-R (PI, 65%), Donald Wunsch (Co-PI, 35%), In-Memory Database Design to Support Visualization in ASD Research, \$15,000 (shared credit: \$9,750), Missouri S&T Innovation Teams, 2015-2016.
- Lea, B-R, (PI, 100%), Assess effectiveness and efficiency of an in-memory HANA database utilizing column- and row-based design in supporting visual analytics, Eastman Chemical, \$1,000, 2015.
- Lea, B-R, (PI, 100%), Utilizing In-memory Computing in Teaching and Research: A Case Tutorial, \$1,500, Information Technology Missouri University of Science and Technology, August – December, 2014.
- Lea, B-R, (PI, 100%), ConocoPhillips, \$2,000, 2014 – 2015.
- Lea, B-R, (PI, 100%), HANA: In-Memory Analytics, \$4,000 (\$3,000 from Avent, \$1,000 from Accenture), 2013 – 2014.
- Lea, B-R, (PI, 100%), Union Pacific Research Project, \$2,000 per year, Union Pacific, 2012 - 2015.
- Lea, B-R, (PI, 100%), ERP Simulation Competition, \$750 (Union Pacific, Junction Solutions), 2014.
- Lea, B-R, (PI, 100%), ERP Simulation Competition, \$1,200, Accenture, Junction Solutions, Avnet, 2013.
- Lea, B-R, (PI, 100%), International Biotechnology Enhanced by Cloud Computing Workshop, \$15,000, Taiwan National Science Council, 2011 – 2012.
- Lea, B-R, (PI, 100%), Employee Portal Monitoring and Usability Analysis,\$2,000, Peabody Energy, 2012.
- Lea, B-R, (PI, 100%), Enterprise Portal and Performance Dashboard Application,\$2,000, Peabody Energy, 2011.
- Lea, B-R, (PI, 100%), Role-Based Enterprise Portal,\$2,000, Peabody Energy, 2010.

- Lea, B-R, (PI, 100%), Strategic Performance Dashboard for Career Placement Service in a Higher Education Environment, \$4,500, Career Opportunity Center, Missouri University of Science & Technology, 2010.
- Lea, B-R, (PI, 50%), Yu, W-B; and Qi, L. UMR and Monsanto Partnership: Phase I Feasibility Investigation, Monsanto Company, \$14,272 (shared credit: \$7,136), 2007 -2008.
- Lea, B-R, (PI, 50%) and Yu, W. B. (Co-PI, 50%), A Text Mining Enhanced Stakeholder Monitor in an Intelligent Enterprise Decision Simulator, \$8100, British Telecom Research Fellowship, June 2005.
- Lea, B-R, (PI, 100%), A Theory of Constraints-based Supply-Chain Performance Management Framework, \$25,000, Missouri Research Board, 2004 - 2005.
- DeKock, A. (30%, PI), Lea, B-R, (Co-PI, 30%), Yu, W-B (Co-PI, 30%), et. al., NSF 03-521 Partnerships for Innovations, National Science Foundation, renewed, Total funded: \$90,000 (shared credit: \$27,000), September 2004 – August 2006.
- DeKock, A. (30%, PI), Lea, B-R, (Co-PI, 30%), Yu, W-B (Co-PI, 30%)., NSF 03-521 Partnerships for Innovations, National Science Foundation, Total funded: \$90,000 (shared credit: \$27,000), September 2003 – August 2004.
- Lea, B-R, (PI, 100%), Microsoft Instructional Lab Grant, Computer Science, \$61,599 (shared credit: 100%), 1998-1999.
- Software Grant for classroom teaching from Sausage Software, 1995-1999.

#### **Additional Grants Submission History**

- Lea, B-R (PI: 50%), Mirchandani, Dinesh (CO-PI, 30%), Goggins, Sean (CO-PI, 20%), UM Intercampus Course Sharing: ERP, University of Missouri, \$81,993, April 2017.
- Lea, B-R (PI:60%), Mirchandani, Dinesh (Co-PI: 25%), Summer, M. (Co-PI: 15%), Cognitive Aptitude, Personality Traits, and Demographic Background as Performance Predictors in Learning a Large-Scale Complex Enterprise System, University of Missouri Research Board, \$29,937, October 2016.
- McMillin, B (20%), Long, S., Sedighsavestani, S. (20%), Lea, B-R (20%), Weidner, N.(20%), Smart Living: Governing the Commons through a Cyber-Physical System, \$2,153,300, National Academic KECK Future Initiative, May 2015.
- Lea, B-R (PI, 50%), Yu, W-B., Improve Commercialization Success through Intelligent Cost Modeling and Simulation, \$82,304, Bureau of Energy at Ministry of Economic Affairs, Taiwan, July 2009.
- Lea, B-R (PI, 100%), Digital Analysis Computing Software Solutions for the Supply Chain, U.S. Department of Defense, \$20,604, Small Business Innovation Research (SBIR) Program, June 2009.
- Lea, B-R, (PI, 50%), Yu, W-B., UMR and Monsanto Partnership: Phase II Implementation Planning, Monsanto Company, \$313,093, (shared credit: \$187,856), 2008.
- Lea, B-R, (PI, 100%), The Boeing Welliver Faculty Fellowship, submitted on January 16 2008.
- Lea, B-R, (Co-PI, 50%) and Liu, F., Testing SAP ERP Applications Using Automated Testing Tools, Tellabs Corporation, \$104,030 (shared credit: \$52, 015), 2007.
- Lea, B-R (CO-PI, 30%), Yu, W.B. (CO-PI); Obloh-Ikuenobe, F., (PI), Taxon Recommendation System for Palynological Data, \$36,548 (shared credit: \$10,964.4), Missouri Research Board, Submitted in October, 2006.
- Lea, B-R (CO-PI, 50%), Ankner, W. (PI), Johnson, T. (CO-PI), Study on Transportation Funding Alternatives, The NATSO Foundation, \$125,406 (shared credit: \$62,653), Submitted in April 2006
- Lea, B-R, (Co-PI, 30%), Geoinformatics: Paleontological Data Integration Enhanced by a Text Mining, National Science Foundation, \$312,286, (shared credit: \$93,686), submitted in February 2006.
- Lea, B-R, (PI, 40%), Intelligent Enterprise Decision Simulator, \$272,407 (shared credit: \$108,962.8), British Telecom, Submitted on April 2005.
- Lea, B-R (PI, 45%), Yu, W. B., Bham, G., Text Mining and Data Mining Enhanced Intelligent Project Evaluator: An Evaluation of the Economic and Non-economic Benefits of Transportation Research in Missouri, \$99,652 (shared credit: \$44,843), Missouri Transportation Institute, Submitted on December 2005.

- Lea, B-R, (Co-PI, 30%), Text Mining: A New Approach for Fossils and Geoinformatics, National Science Foundation, \$35,2441, (shared credit: \$105,732), July 2004
- Lea, B-R, (Co-PI, 10%), What Small And Medium Enterprises Want, Need, And Are Willing To Buy: Technology Needs Assessment of Midwestern SMEs, \$145,089 (shared credit: 10%), SAP Small and Medium Enterprises RFP, submitted on March 26, 2004
- Lea, B-R, (Co-PI, 30%), Development of an On-line Assessment Instrument for Small and Medium Size Enterprises, \$102,337 (shared credit: \$23,285), SAP Small and Medium Enterprises RFP, submitted on March 26, 2004
- Lea, B-R, (PI, 100%), Create Inventory Visualization Model with Simulation Data, \$21,000 (shared credit: \$21,000), IC Logistics/NSF, Submitted on December 2004.

## Publications and Research

### Refereed Journals

1. Lea, B-R, Mirchandani, D., Sumner, M., Yu, K., (under review) Personality Types as Predictors of Performance in Learning a Complex Enterprise Resource Planning (ERP) System, the DATA BASE for Advances in Information Systems.
2. Lea, B-R, Yu, K., Engelke, A., Koob, C. (2019), Big Five Personality Traits in Learning Complex Information Systems: A Case Study, *Issues in Information Systems*, 20 (4), 107-115.
3. Lea, B-R, Eng. L. (2019, forthcoming), 'Exploring the impact of multi-class teams in an immersive learning environment on student learning experience and engagement, forthcoming, *International Journal of Business and Systems Research*.
4. Lea, B-R, Yu, W., Min, H. (2018), Computer Knowledge on the Decision Support Capabilities of Interactive Analytical Dashboard, *Issues in Information Systems*, 19 (4), 140-149.
5. Lea, B-R, Yu, W., Min, H. (2018), Data Visualization for Assessing the Biofuel Commercialization Potential within the Business Intelligence Framework, *Journal of Cleaner Production*, 188, 921-941.
6. Lea, B-R, Yu, W., Min, H. (2017), Data visualization: a case study in Renewable energy, *Issues in Information Systems*, 18(3), 195-205.
7. Eng., L., Lea, B-R, Cai, R. (2013), Use of Clickers for Assurance of Learning in Introductory Financial Accounting, *Advances in Accounting Education*, 14, 269-291.
8. Lea, B. and Nah, F. (2013), Usability of Performance Dashboards, Usefulness of Operational and Tactical Support, and Quality of Strategic Support: A Research Framework, in *Lecture Notes in Computer Science 8017*, Yamamoto S. (editor), Springer-Verlag, 116-123.
9. Yu, W. B., Min, H., and Lea, B-R (2012), A Multiple-Agent Based System For Forecasting The Ice Cream Demand Using Climactic Information. In *Management Intelligent Systems--Advances In Intelligent Systems And Computing*, Edited By Jorge Cassillas, Francisco J. Martinez-Lopez, And Juan M. Corchado, Berlin, Heidelberg: Springer-Verlag, 171 (6), 227-238.
10. Lea, B-R (2011), Measuring Performance of Social Network-Based Virtual Community: A Balanced Scorecard Approach, *International Journal of Business and Systems Research*, 5(3), 281-304.
11. Lea, B-R, Chris Brown (2009), Cooperative Lecture Style and Student Learning in an Introductory Computer Programming Course, *International Journal of Innovation and Learning*, 6(2), 192-216.
12. Lea, B-R (2008), Clickers Adoption in a Small Class Setting, 39(4), 7-11, *Decision Line*.
13. Lea, B-R, Yu, W.B., and Kannan, P. (2007), Social Network Enhanced Digital City Management And Innovation Success: A Prototype Design. Keynote paper, 16(3), 1-22, *Journal of International Technology and Information Management*.
14. Lea, B-R (2007), Management Accounting Systems in an ERP Integrated Environment. *Industrial Management & Data Systems*, 107(8), 1188-1211.

15. Yu, W.B., Lea, B-R, and Guruswamy, B. (2007), A Theoretic Framework Integrating Text Mining and Energy Demand Forecasting, 5(1), International Journal of Electronic Business Management, Special issue on E-business applications in the Energy Sector, 211-224.
16. Lea, B-R, Yu, W. B., Maguluru, N., Nicholas, M.,(2006), Enhancing Business Networks Using Social Network Based Virtual Communities, Industrial Management and Data Systems, 106(1), 121 – 138.
17. Lea, B-R, Leveraging Information Technology to Gain Competitive Advantage: a Case Study on General Electric Consumer Products, Journal of International Technology and Information Management, 14(1), 25-40, 2005.
18. Lea, B-R, Gupta, M., Yu, W. B. (2005), A Prototype Multi-Agent ERP Systems - An Integrated Architecture and a Conceptual Framework, Technovation, 25(4), 433-441.
19. Lea, B-R, Min, H. (2003), The Impact of Management Accounting Systems on Just-In-Time and Theory of Constraints-based Manufacturing, International Journal of Production Research, 41(13), 2879-2910.
20. Lea, B-R, Frienddall, L. (2002), The Impact of Management Accounting, Product Structure, Product Mix Algorithm, and Planning Horizon on Manufacturing Performance, International Journal of Production Economics, 79(3), 279-299.
21. Frienddall, L., Lea, B-R (1997), Improving the Order Mix Heuristic in the Theory of Constraints, International Journal of Production Research, 35(6), pp.1535-1544.

### **Referred Book Chapter**

1. Lea, B-R (2011), Beyond ERP: Enhancing Decision Making through Performance Dashboards and Scorecards, in Readings on Enterprise Resource Planning, ERPsim Lab, HEC Montréal (ISBN: 978-0-9866653-3-2).

### **Refereed Proceedings**

1. Lea, B-R, Yu, K., Mirchandani, D., Sumner, M., Nhu, T. Personality Types as Performance Predictors in Learning a Complex Enterprise Resource Planning System, Decision Sciences 2019 Annual Conference, New Orleans, LA, November 23-25, 2019.
2. Lea, B-R, Yu, W. (2018), Performance Dashboard in Higher Education: A University Career Service Case Study, pp. 179-1 – 179-21, Decision Sciences 2018 Annual Conference, Chicago, IL, November 17-19, 2018.
3. Lea, B-R, Eng., L. (2018), Student Learning Experience and Engagement Utilizing Multi-Class Interdisciplinary Teams in an Immersive Learning Environment, 178-1 - 178-27, Decision Sciences Annual Conference, Chicago, IL, November 17-19, 2018.
4. Xiao, H., Li, C., Yu, Y., Yu., W., Lea, B-R. (2018), Text Mining on Consumer Reviews of Internet of Things (IoT) Applications, 803-1 – 803-6, Decision Sciences Annual Conference, Chicago, IL, November 17-19, 2018.
5. Lea, B-R, Yu, W. (2017), Effectiveness and Efficiency of Enterprise Analytical Dashboard on Decision Support: A Case Study, pp. 1291893-1 – 1291893-11, Decision Sciences Annual Conference, Washington, D.C., November 18-20, 2017.
6. Lea, B-R, Mirchandani, D., Sumner, M. (2017), Cognitive Aptitude, Personality Traits, and Demographic Background as Performance Predictors in Learning a Complex Enterprise System, 1292190-1 – 1292190-9, Decision Sciences Annual Conference, Washington, D.C., November 18-20, 2017.
7. Yu, W., Lea, B-R, Mohini, a., Soni, S., (2017), Sentiment Analysis of Public Opinions: A Case Study on Tesla's Autonomous Electric Cars, Decision Sciences Annual Conference, 1292171-1 – 1292171-9, Washington, D.C., November 18-20, 2017.
8. Lea, B-R, Yu, W., Claybaugh, C, Utrecht, D. (2016), Utilizing Genotype and Phenotype Data in Visual Discovery to support Evidence-Based Practice in Descriptive, Predictive, and Prescriptive, Ozark Biomedical Initiative Collaborative Research Symposium, February 24, 2016, Rolla, MO, USA.
9. Lea, B-R, Yu, W., Claybaugh, C., Long, M. (2016), Impact of Device Type, Demographics, and Computer Knowledge on Effectiveness and Efficiency of Enterprise Visual Analytical Applications, Proceedings of the Nineteenth SAP Academic Conference Americas, 15-18, February 16-18, 2016, San Diego, CA, USA.
10. Jin, L, Lea, B-R, Deng, X. (2014), An Explorative Study of Mobility Adoption in the Enterprise, 20th Americas Conference on Information Systems, August 7 -10, 2014. Savannah, Georgia, USA

11. Lea, B-R, Nah, F. (2013), Usability of Performance Dashboards, Usefulness of Operational and Tactical Support, and Quality of Strategic Support: A Research Framework, 15th International Conference on Human-Computer Interaction, July 21 – 26, 2013, Las Vegas, Nevada, USA
12. Yu, W-B, Min, H., Lea, B-R (2012), A Multiple-Agent Based System for Forecasting the Ice Cream Demand Using Climatic Information, 2012 International Symposium on Management Intelligent Systems, Salamanca, Spain, July 11-13, 2012
13. Lea, B-R, Hall, D. (2012), Leveraging Information Technology for Balanced Scorecard Prototyping and Implementation: A State Department of Transportation Case, 2012 Annual Conference of Transportation Research Board, Washington, DC, January 22-26, 2012
14. Lea, B-R, Sequeira, D. (2011), Impact of Management Role, Gender, and Level of Project Involvement on Corporate Governance in a Role-Based Enterprise Portal Environment, 4761-5766, 2011 Decision Sciences Annual Conference, Boston, MA, November 19-22, 2011.
15. San-Adam, T., Yu, W., Lea, B-R (2011), Applying Text Timing in Corporate Spin-off Disclosure Statement Analysis: Understanding the Main Concerns and Recommendation of Appropriate Term Weights. 4441-4446, 2011 Decision Sciences Annual Conference, Boston, MA, November 19-22, 2011.
16. Sekar, A., Yu, W.B., Lin, Y., Lea, B-R (2011), Applying Text Mining in Corporate Spin-Off Disclosure Statement Analysis: Understanding the Main Concerns and Recommendation of Appropriate Term Weights, 4751-4756, 2011 Decision Sciences Annual Conference, Boston, MA, November 19-22, 2011.
17. Lea, B-R (2010), Teaching Financial Accounting in an ERP System Environment, Conference on Teaching and Learning in Accounting (CTLA), AAA Annual Meeting, San Francisco, California, July 31-August 4, 2010.
18. Lea, B-R (2010), Comparison of Dashboard-Based And Balanced Scorecard-Based Corporate Performance Management System in an Enterprise Resource Planning Environment, 2010 DSI Annual Meeting, San Diego, CA, November 20 - 23. 2010.
19. Lea, B-R, Hall, D. (2008), A Balanced Scorecard Prototype in a State Department of Transportation, 39th Annual Conference of Decision Sciences Institute, 5231-5236, Baltimore, Maryland, November 22-25, 2008.
20. Lea, B-R, Yu, W. B., Oboh-Ikuenobe, F. (2007), Application of Text Mining and Data Mining in Paleontology Taxon Recommendation and Search System, 5091-2096, Proceedings of 38th Annual Conference of Decision Sciences Institute, Phoenix, Arizona, November 17-20, 2007.
21. Lea, B-R, Maguluru, N., and Kannan, P. (2006), Application of Balanced Scorecard to a Social Network-Based Virtual Community, 27271-27276, Proceeding of the 37th Annual Conference of Decision Sciences Institute, San Antonio, Texas November 18-21, 2006
22. Lea, B-R, Brown, C. (2006), Impact of Cooperative Lecture Style on Learning Introductory Computer Programming, 30231-30236, Proceeding of the 37th Annual Conference of Decision Sciences Institute, San Antonio, Texas November 18-21, 2006
23. Yu, W. B., Lea, B-R, Guruswamy, B. (2006), Sentiment Analysis: Retrieving Positive or Negative Polarities in News Articles Using Information Agents, Proceeding of the 37th Annual Conference of Decision Sciences Institute, San Antonio, Texas November 18-21, 2006
24. Yu, W. B., Lea, B-R, Oboh-Ikuenobe, F. (2006), Application of Text Mining in Developing Standardized Descriptions of Taxa in Paleontology: A Framework, 37, Proceeding of the Geoinformatics 2006 Conference, Reston, VA, May 10 -12, 2006
25. Lea, B-R, Yu, W. B., Kannan, P. (2005), A Social Network Based Information City for Innovation Success, Proceeding of the 36th Annual Conference of Decision Sciences Institute, San Francisco, CA, November19-22, 14031-14036, 2005.
26. Lea, B-R, Kumar, S. (2005), The Impact Forecast Error on the performance of the supply chain, Proceeding of the 36th Annual Conference of Decision Sciences Institute, San Francisco, CA, November19-22, 16341-16346, 2005.
27. Lea, B-R, Maguluru, N., Nichols (2005), M., Social Networks in the Technology Era: Roles of Digital Cities in Enhancing Business Networks, Proceeding of the 2005 Americas Conference on Information Systems, Omaha, Nebraska, August 11-14, 3501-3513, 2005.



28. Deokule, S., Yu, W. B., and Lea, B-R (2005), Conceptual Framework of Using Collaborative Filtering Algorithms to Enhance Keyword Search, Proceeding of the 10th Annual Meeting of Asia-Pacific Decision Sciences Institute, Taipei, Taiwan, June 28 - July 2, 2005.
29. Lea, B-R, Yu, W. B., Ma, Y. (2005), A Review of Municipally Owned Information Cities between the United States and Europe, Proceeding of International Association of Computer Information Systems Pacific Proceeding of the 2005 Conference, Taipei, Taiwan, 530-537, May 19-21, 2005
30. Lea, B-R (2004), Leverage Information Technology To Gain Competitive Advantage: A Case Study On General Electric Consumer Products, Proceeding of the 35th Annual Conference of Decision Sciences Institute, 6521-6526, Boston, MA, November 20-23, 2004
31. Lea, B-R (2003), The Use of Information Technology to Improve Operational Efficiency in A Public School System: A Case Study, submission #334, 1-6, Proceeding of the 34th Annual Conference of Decision Sciences Institute, Washington, DC, November 22-25, 2003
32. Lea, B-R, Yu, W. B. (2002), A Multiple-Agent Based ERP Architecture, Proceeding of the 33rd Annual Conference of Decision Sciences Institute, 735-740, San Diego, California, November 23-26, 2002.
33. Lea, B-R, Yu, W. B. (2002), A Multiple-Agent Enterprise Resource Planning Architecture, Proceeding of the 13th Annual Conference of Production and Operations Management, San Francisco, LA, April 5-8, 2002.
34. Lea, B-R (2000), The Impact of Management Accounting Information Systems on Manufacturing Performance in JIT, TOC, and MRP, Proceeding of the 31st Annual Conference of Decision Sciences Institute, 975-977, Orlando, FL, November 2000.
35. Lea, B-R, Fredendall, L. (1999), The Performance of ABC Costing, Throughput Accounting, and Traditional Costing in a TOC Environment, Proceeding of the 30th Annual Meeting of the Decision Science Institute Proceeding, 35-37, 1999.
36. Lea, B-R, Fredendall, L. (1994), Theory of Constraints: A Heuristic to Solve the Order Mix Problem, Proceedings of Southeast Region of the Decision Science Institute, 1994.

### **Refereed Presentations**

1. Lea, B-R, Yu, K., Engelke, A., Koob, C. (forthcoming), Big Five Personality Traits in Learning Complex Information Systems: A Case Study, 59th Annual Conference of International Association for Computer Information Systems (IACIS), Clearwater Beach, Florida, October 2 - 5, 2019
2. Min, H., Lea, B-R, (2019), Developing the Profiles of Business Analytics Adopters using Data Mining Tools, Decision Sciences Annual Conference, New Orleans, LA, November 23-25, 2019.
3. Freeze, R., Bristow, S., Lea, B-R, S/4HANA: Introduction, Configuration and Fiori, SAP Next-Gen Conference, July 14-15, Milwaukee, WI, 2019.
4. Lea, B-R, Chiu, Y. (2018), Explore Relations between Personality and Academic Performance in an Introductory Enterprise Resource Planning Course, Decision Sciences Annual Conference, Chicago, IL, November 17-19, 2018.
5. Lea, B-R, Min, H. (2018), The Impact of Forecasting Error, Stream Level, and Control Mechanism on a Theory of Constraints based Supply Chain, Decision Sciences Annual Conference, Chicago, IL, November 17-19, 2018.
6. Lea, B-R, Yu, W., Min, H. (2018), Computer Knowledge on the Decision Support Capabilities of Interactive Analytical Dashboard, , 58<sup>th</sup> Annual 2017 International Association for Computer Information Systems (IACIS) Conference, Clearwater Beach, Florida, October 3-6, 2018.
7. Lea, B-R., Yu, W., Min, H. (2017), Data Visualization: A Case Study in Renewable Energy, 57<sup>th</sup> Annual 2017 International Association for Computer Information Systems (IACIS) Conference, Philadelphia, PA, October 4-7, 2017.
8. Eng., L., Lea, B-R (2017), Student Perceptions Of Cross-Functional Interdisciplinary Teams For Projects, 2017 Teaching and Learning Technology Conference, Rolla, MO, March 16-17, 2017.
9. Lea, B-R, Smith, G. (2015), Leveraging HANA in Autism Spectrum Disorder (ASD) research, 18<sup>th</sup> SAP Academic Conference, Tempe, AZ, April 9-10, 2015
10. Lea, B-R, Campbell, B (2012), Monitoring Enterprise Portal Usage for Continuous Design Improvement, 2012 ASUG Annual Conference, Orlando, FL, May 14 – 16, 2012

11. Lea, B-R, Sequeira, D., Socha, J., Bartlett, K. (2012), Improve Usability and Effectiveness of Employee Portal through a SAP KM Dashboard Monitoring System: Peabody Energy's Journey, 2012 ASUG Annual Conference, Orlando, FL, May 14 – 16, 2012
12. Lea, B-R (2010), Visualize Impact of Accounting Transactions through Enterprise Resource Planning (ERP) System Integration, AAA Annual Meeting, San Francisco, California, July 31-August 4, 2010.
13. Lea, B-R, Yu, W. B., Gallaway, J. (2009), Investigation of Factors on Effectiveness of Clicker Classroom Adoption, 40th Annual Conference of Decision Sciences Institute, New Orleans, Louisiana, November 14-17, 2009.
14. Lea, B-R, Jordan, M., Hsieh, C., Czech, H., Swisher, J. (2008), Bring Managerial Relevance to Business Curriculum through ERP Education, 39th Annual Conference of Decision Sciences Institute, 5231-5236, Baltimore, Maryland, November 22-25, 2008.
15. Lea, B-R (2007), Student Learning Outcome and personal Response System (Clickers) in a Small Class Setting, 38th Annual Conference of Decision Sciences Institute, Phoenix, Arizona, November 17-20, 2007.
16. Lea, B-R, Yu, W. B. (2007), Enhancing Supply Chain Management with A Text Mining Enhanced Stakeholder Monitor, 18th Annual POMS Conference, Dallas, Texas, May 4-7, 2007.
17. Lea, B-R (2006), Improve Supply Chain Performance Using TOC based TDD and IDD Measures, 37th Annual Conference of Decision Sciences Institute, San Antonio, Texas November 18-21, 2006.
18. Lea, B-R (2006), Theory of Constraint Enhanced Supply Chain Performance Measurement: A Tutorial, 23rd Annual Conference of MCASTA, St. Louis, Missouri, September 16, 2006
19. Lea, B-R (2004), Information City: A Review from Business Perspectives, 35th Annual Conference of Decision Sciences Institute, Boston, MA, November 20-23, 2004.
20. Lea, B-R (2003), The Impact of E-Commerce on Non-Profit Organizations: A Case Study, 14th Annual Conference of Production and Operations Management, Savannah, Georgia, April 4-7, 2003.
21. Lea, B-R (2002), The Role of Business Simulation in ERP and SCM Implementation, 33rd Annual Conference of Decision Sciences Institute, San Diego, California, November 23-26, 2002.
22. Lea, B-R, Yu, W. B. (2001), ERP Implementation and Software Agents, International Conference on Electronic Business, Hong Kong, December 19-21, 2001.
23. Lea, B-R, Yu, W. B. (2001), Using an Intelligent Agent as an ERP Implementation Alternative, INFORMS Annual Meeting, Miami Beach, FL, November 4-7, 2001.
24. Lea, B-R, Yu, W. B. (2000), ERP Simulation Design for JIT production with activity-based costing, Winter Simulation Conference, Orlando, FL, December 10-13, 2000.
25. Lea, B-R, Yu, W. B. (2000), The Impact of Safety Stock Selection and Management Accounting Alternatives on Manufacturing Performance, 11th Annual Conference of Production and Operations Management, San Antonio, TX, April 1-5, 2000.
26. Lea, B-R, Fredendall, L. (1999), The Impact of Accounting Systems, BOM Structures, and Product Mix Algorithms on Manufacturing Performance, 10th Annual Conference of Production and Operations Management, Charleston, SC, April, 1999.

### **Working Papers & White Paper**

1. Madria, S., Lea, B-R, Sandel, D. (2014), Big Data Regional Hub for Smart Living Research, Education and Training, 2014, Big Data Regional Innovation Hubs, National Science Foundation, Nov. 1, 2014
2. Lea, B-R (2002), Performance of Different Management Accounting Systems with Various Management control Styles and Product Mix Algorithms in an ERP Environment, UPS Center for Worldwide Supply Chain Management, Logistics and Distribution Institute, University of Louisville, Working Paper Series No. 2002-7, 2002.
3. Lea, B-R (2001), Hokey Min, The Impact of Management Accounting Systems on Just-In-Time and Theory of Constraints-based Manufacturing, UPS Center for Worldwide Supply Chain Management, Logistics and Distribution Institute, University of Louisville, Working Paper Series No. 2001-13, 2001.
4. Lea, B-R (1990), The Automation of Accounting Systems, Accounting Research & Development Foundation of R.O.C., 1990.

### **Professional Presentations and Workshops**

1. Lea, B-R (2019), Missouri University of Science & Tech - Enterprise Security and Digital Supply Chain Chapter, SAP Next-Gen Chapter Conference, Milwaukee, WI, July 14-15, 2019
2. Lea, B-R (2019), Visualize Demand Forecast using in-memory SAP S/4HANA ERP System, Bowling Green State University, April 26, 2019.
3. Lea, B-R (2019), Leveraging SAP UA Resources for Faculty Research & Teaching Improvement, April 26, 2019.
4. Lea, B-R (2013), SAP HANA System and Tools in In-Memory Computation, ASUG, St. Louis, November 15, 2013.
5. Lea, B-R, Claybaugh, C. (2013), Our Journey of Our Journey to SAP Mobility / Sybase Unwired Platform, ASUG, St. Louis, February, 8, 2013
6. Lea, B-R, Chopra, M.; Han, Y.P. (2010), Enterprise Performance Dashboard, ASUG, St. Louis Chapter, St. Louis, MO, March5, 2010.
7. Lea, B-R, Sequeira, D. (2010), Enterprise Portal and Corporate Governance, ASUG, St. Louis Chapter, St. Louis, MO, March5, 2010.
8. Lea, B-R (2009), Going beyond transaction-based (point and click) exercises, SAP Curriculum Congress, Charlotte, NC (3/12/2009 – 3/13/2009)
9. Lea, B-R (2008), Application of Theory of Constraints based Performance Measurement in Supply Chain Management, I-Shou University, Taiwan, June 11, 2008.
10. Lea, B-R (2008), How to integrate ERPsim in your curriculum: The Accounting Perspective, ERPsim User Group Conference 2008, Canadian Academic Accounting Association (CAAA), Montréal, Canada, April 17 – 18, 2008.
11. Lea, B-R (2008), Customer Relationship Management with Business Intelligence and Performance Management with Balanced Scorecard, ERPsim User Group Conference 2008, Canadian Academic Accounting Association (CAAA), Montréal, Canada, April 17 – 18, 2008.
12. Lea, B-R, Aggarwal, S., Jaidka (2008), A., Improving Decision Quality with BI Queries and Balanced Scorecard, SAP Curriculum Congress 2008, Atlanta, GA, February 27 – March 1, 2008.
13. Lea, B-R, Yu, W.B. (2007), An Integrated, Cross-functional, Multidisciplinary MBA Curriculum Design, National United University, Taiwan, June 13, 2007.
14. Lea, B-R (2007), Student Learning Outcome and personal Response System (Clickers) in a Small Class Setting, University of Missouri-Rolla, April 27, 2007.
15. Lea, B-R, Fisher, C (2007), Onsite MISSOURI S&T Sponsored Childcare Facility: A Need Assessment, Women Advancing Excellence, University of Missouri-Rolla, April 18, 2007.
16. Lea, B-R, Yu, W. B., Srinivisan, S. (2006), SAP Faculty Training Workshop, Rolla, MO (6/5/2006 – 6/10/2006)
17. Lea, B-R (2004), A Theory of Constraints-based Supply-Chain Performance Management Framework, Research Seminar, School of Management & Information Systems, April, 2004.
18. Lea, B-R (2004), Prototype of Innovation Information Infrastructure, Kauffman Foundation, Kansas City, MO, February 2004.
19. Lea, B-R, Yu, W. B. (2002), ERP Implementation and Software Agents, Research Seminar, College of Business and Public Administration, University of Louisville, April 2002.
20. Lea, B-R (2001), The Role of Business Simulation in ERP and SCM, Guest Speaker Seminar Series, UPS Center for Worldwide Supply Chain Management, Logistics and Distribution Institute, University of Louisville, March 18, 2001.
21. Lea, B-R (1998), A Simulation Study of Management Accounting Alternatives in Different Manufacturing Environments, Third Annual Graduate Student Research Forum at Clemson University, 1998.

### **Manuscripts in Preparation/Resubmit**

1. Lea, B-R, Yu, W., Lorraine Gardiner, Utilizing Interactive Dashboard to Improve University Career Service: A Case Study.
2. Lea, B-R, Mirchandani, D., Sumner, M., Explore Influence of Cognitive Aptitude and Personality Traits as Performance Predictors in Learning a Complex Enterprise System

3. Lea, B-R, Lea, B-R, Yu, W., Min., H., Device Type and Computer Knowledge on the Decision Support Capabilities of a Mobile-Enable Interactive Analytical Dashboard, under revision and resubmit.
4. Lea, B-R, Chiu, Y., Explore Relations between Personality and Academic Performance in an Introductory Enterprise Resource Planning Course
5. Lea, B-R, Yu, W., In-Memory Database Design and Modeling for Visual Discovery & Decision Support: An Autism Spectrum Disorder (ASD) Application Case
6. Lea, B-R, Measuring Effectiveness, Efficiency, and Usability of Performance Dashboards
7. Lea, B-R, Impact Of Management Status, Gender, and Level of Project Involvement on Corporate Governance in a Role-Based Enterprise Portal Environment, Industrial Management and Data Systems.
8. Lea, B-R, Pieczynski, J., Engaging Generation Y in Workplace through Virtual Communities in an Enterprise Portal Environment
9. Lea, B-R, Yu, W., Min, H., Assess Commercialization Feasibility of Algae-Based Bio-Fuel With Dashboard and Scorecard Technologies,
10. Lea, B-R, Comparison of a Dashboard based- and a Balanced Scorecard based-Performance Management System

## **University Research Advising and Teaching Experience**

### **University Research Advising**

#### ***Graduate Student Thesis Advisor (N= 13; view abstracts at <http://erp.mst.edu/research/thesis>)***

1. Aditi Mishra (Spring 2011 – May 2013), Assessment of an Employee Enterprise Portal Using Dashboard Monitoring System: A Case Study
2. Ran Cai (Spring 2010 – August 2011), Improve Student Learning Outcome through Personal Response System
3. Rutuja Honnatti (spring 2010 – December 2011), Application of Performance Dashboards in Career Placement Service in Higher Education
4. Madhu Chopra (Fall 2009 – December 2010), Improve Commercialization Success using Performance Dashboards and Scorecards
5. Daniel Sequeira (Fall 2009 – December 2010), Role-Based Enterprise Portal and Corporate Governance: A Human Resource Portal Case Study
6. Y. P. Han (Fall 2009 – December 2010), Application of Performance Dashboard Technology in Transportation Infrastructure Management
7. Lin Zhu (Fall 2007 – December 2009), Impact of A Dashboard Based Corporate Performance Management system in an ERP Environment
8. Matt Kutz (Spring 2007 – May 2008), Toward Improving Performance Measurement in Public Sector Organizations: A Case Study
9. David Hall (Fall 2006 – Completed in May 2007), A Balanced Scorecard Prototype in Support of Strategic Decision Making in a State Department of Transportation
10. Prashanth Kannan (Fall 2004 –May 2006) , Designing, Managing And Evaluating A Social Network Based Information City For Innovation Success
11. Nisha Maguluru (Fall 2004 –December 2005), Social Networks: Role of Personalization and Interaction in Virtual Community for Enhancing Business
12. Senthil Kumar (Spring 2004 –August 2005), Measuring the Performance of Theory of Constraints based Supply Chain: A Simulation Study
13. Chris Brown (Spring 2004 –August 2005), Exploring Cooperative Learning in an Initial Computer Programming Course Using Visual Basic

#### ***Graduate Student Thesis Committee Member (N=9)***

1. Aravindh Sekar (fall 2009 – 2011), Applying Text Timing in Corporate Spin-Off Disclosure Statement Analysis: Understanding The Main Concerns And Recommendation of Appropriate Term Weights

2. Nitsawan Katerattanakul (2008 – 2010), A pilot study in an application of text mining to learning system evaluation.
3. Janarthanan Eindhil Narasimhalu (fall 2005- January 2007), Creation of XML View and Propagation of Updates to Relational Database
4. Yashesh Chhaya (Spring 2005 – Fall 2007)
5. Dale Spence (Spring 2005 - December 2005)
6. Balasubramanian Guruswamy ((Fall 2004 –December 2005), A Framework of Text Mining Approach for Sentiment Analysis of News Articles Using Information Agents
7. Shreyas S. Deokule (Completed in August 2005), A Conceptual Framework of Using Collaborative Filtering Algorithms to Enhance Keyword Search
8. Aparna Jyothi Patsa (completed in January 2005), A Framework and Graphical User Interface (GUI) for Moving Object Simulation
9. Toby Kurien Thomas (completed in December 2004)

***Undergraduate Research Project Advisor (N= 29; total funded amount: \$27,500, view abstracts at <http://erp.mst.edu/research/undergraduateresearch>)***

1. Anne Simpson, OURE Research Project, \$500, (Fall 2018 – Spring 2019), Explore Relations between Personality and Academic Performance in an Introductory Enterprise Resource Planning Course
2. Samuel Holtmeier, OURE Fellow project, \$2,000 (Fall 2016 – Spring 2017), Dashboard Implementation and Hypothesis Testing of Influence of Prior ASD Knowledge on Teachers' Ability for Early ASD Diagnosis Using Performance Dashboards
3. Scott Neustadt, OURE Fellow project, \$2,000 (Fall 2016 – Spring 2017), Improving Information Retention and Discovery of Genetic Autism Data: The Roles of Colors and High Dimensional Graphs
4. Samuel Holtmeier, OURE project, \$1000, (Fall 2015 – Spring 2016), Influence of Prior ASD Knowledge on Teachers' Ability for Early Autism Spectrum Disorder (ASD) Diagnosis: Literature Review
5. Scott Neustadt, OURE project, \$1000, (Fall 2015 – Spring 2016), Visualizing Genetic Influence on Autism Spectrum Disorder (ASD) Diagnosis: The Roles of Color and High Dimensional Graphs
6. Sean Howell, OURE Fellow project \$1,500, (Fall 2014-Spring 2015), In-Memory Database Design and Modeling to Support Guided and Self-Service Visual Discovery in Big-Data Context: An Autism Spectrum Disorder (ASD) Application Case.
7. Montana Long, OURE Fellow project, \$1,500, (Fall 2014-Spring 2015), Impact of Device, Demographics, and Skill-Set on Effectiveness and Efficiency of Enterprise Analytic Applications.
8. Thomas Cooper, OURE project, \$1000, (Fall 2014-Spring 2015), Text Mining and Data Visualization in Big Data Context.
9. Patrick Witbrod, OURE project, \$1,000, (Fall 2014), Improving Student Employee Tracking Through Performance Dashboards.
10. Mayela Roa-Correa, \$1,000, (Fall 2014-Spring 2015), SDOWP Pre-College Programs Impact on the Completion Rates of Minority Students.
11. Brian Locke, OURE project \$1,000, (Fall 2013 – Spring 2014), Realizing Competitive Advantages through Enterprise Mobile Strategies.
12. Ryan Roark, OURE project, \$1,000, (Fall 2013 – Spring 2014), Impact of Industry Characteristics and Business Functions on Mobile Strategies.
13. Montana Long, OURE project, \$1,000, (Fall 2013 – Spring 2014), Success Factors Identification for Enterprise Mobile Strategies: A Framework
14. Sean Howell, \$1,000, (Fall 2013 – Spring 2014), Usability Framework of Performance Dashboard: A Case Study

15. John Volosin, OURE project, \$1,000, (Fall 2012 – Spring 2013), Measuring Impact of a Banking and Insurance Performance Dashboard
16. Kyle Schraier, OURE project, \$1,000, (Fall 2012 – Spring 2013), Design, Implementation, and Evaluation of U.S. Census Bureau Performance Dashboard
17. Ivy Miller, OURE project, \$1,000, (Fall 2011 – Spring 2012), Impact of Performance Dashboards on Strategic Alignment: An AACSB Accreditation Case
18. Thomas Maerz, OURE project, \$1,000, (Fall 2011 – April 2012), The Role of Employee Portal in Corporate Strategic Governance: Portal Strategies and Implementation Tactics
19. Pamela Ryder, OURE project, \$1,000, (Fall 2011 – December 2011), The Role of Employee Portal in Corporate Strategic Governance
20. Samantha Riechers, Pelleg, Yael (October 2011 – May 2012)
21. Jonathan Freeman, OURE project, \$1,000, (Spring 2011 – December 2011), Improve Strategic Alignment through Performance Dashboards: A Case Study
22. Joseph Pieczynski, OURE project, \$1,000, (Spring 2010 – May 2011), Virtual Communities In An Enterprise Portal And The Effect On Corporate Governance For Generation Y
23. Ivy Miller, Jonathan Freeman, Joseph Pieczynski, Steven Pringle (Fall 2010 – December 2011)
24. Joseph Pieczynski, Pamela Ryder, Carl Schmitz (August 2009 – December 2009)
  - 3<sup>rd</sup> Place, Research Oral Presentation Competition, 2011 Undergraduate Research Conference
  - Best Bibliography Award, 2011 Undergraduate Research Conference
25. Jasmane Boyd (August 2009 – December 2009)
26. Kristen Duvell, OURE project, \$1,000, (Fall 2006 –Spring 2007), Feasibility of Opening a Coffee and Tea House in Rolla, Missouri
  - 3<sup>rd</sup> Place, Research Poster Competition, 2007 Undergraduate Research Conference
27. Lisa Liou, OURE project, \$1,000, (Fall 2005 –Spring 2006), Market Trend Analysis For Computer Integrated Software Design Industry
28. Bonnie Yates, OURE project, \$1,000, (FS2004 –Spring 2005), An Overview of Security Issues in a Digital City
  - 3<sup>rd</sup> Place, Research Poster Competition, 2005 Undergraduate Research Conference
29. Nguyet Nguyen, Opportunity for Undergraduate Research OURE project, \$1,000, (FS2004 –Spring 2005), The Impact of RFID Technology on Supply Chain Management

## **University Teaching Experience**

### ***Missouri University of Science and Technology***

- **Introduction to Enterprise Resource Planning (ERP2110):** Undergraduate level, 3 credit-hour course. The course provides an overview of Enterprise Resource Planning (ERP) software systems and their role within an organization. It introduces key concepts integrated information systems and explains why such systems are valuable to businesses. In addition to lecture, students will be guided through several hands-on activities of various business processes in SAP ECC and S/4HANA software product. The course will also provide a discussion on various business cases in which ERP concepts can be applied. An overview of Business Intelligence (BI) and analytics in the ERP context will also be addressed.
- **Introduction to Enterprise Decision Dashboard Prototyping (ERP4220):** Undergraduate level, 3 credit-hour course. Study design and implementation principles for enterprise decision dashboards utilizing data warehouse and databases to support visual analytics. SAP HANA Studio, Fiori, Design Studio, Predictive Analytics/Lumira, SAS Visual Analytics & Statistics Reports, IBM Watson Analytics, or similar tools are used for practical assignments.
- **Dashboards, Scorecards, and Data Visualization (ERP5210):** Graduate level, 3 credit-hour. This course will study different performance management systems including dashboards, management cockpit, scorecards, and

strategy maps in an organization. SAP's HANA Platform, BW, Predictive Analytics/Lumira, and Design Studio, Tableau, and IBM Watson Analytics or SAS Viya are used to develop the dashboard applications.

- **Supply Chain Management in ERP Environment (ERP5310)**: Graduate level, 3 credit-hour course studies the need for supply chain integration and the challenges of managing complex interfaces. This course focuses on the systems approach to the planning, analysis, design, development, and evaluation of supply chain. The course discusses activities that lead to integration of information and material flows across multiple organizations. SAP's SCM system is used to provide practical experience to supplement theoretical concepts.
- **Essential of Business Intelligence (ERP5410)**: Graduate level, 3 credit-hour course. Application of intelligent techniques from Computer Science and Operation Research to business decision-making. Overview of the theory, but with a focus on the application to business problem solving. Use of an Enterprise Resource Planning System, SAP, as a tool to access and present data, search for patterns, and identify exceptions, as well as forecast, optimize, and schedule resources.
- **ERP Configuration and Implementation (ERP6210)**: Graduate level, 3 credit-hour course. The course focus on design, development, and configuration of accounting information systems (financial accounting system and managerial accounting system) and their integration with production systems, logistics, and finance systems in an Enterprise Resource Planning (ERP) system environment. SAP ECC, a leading ERP software, is used for system implementation to provide insight between theory and practices and to develop appreciation of technology.
- **Data Modeling & Visualization Prototyping for Enterprise Decision Dashboards (ERP6220)**: Graduate level, 3 credit-hour course. Study how to integrate data modeling and visualization prototyping in design and implementation of enterprise decision dashboards for descriptive, predictive, and prescriptive analytics. Assignments and project implementations use SAP HANA & BW, Design Studio, IBM Watson, and SAS Visual Analytics.
- **MBA Accounting (BUS422 - BUS423)**: Graduate level, 2 credit hour course. Financial accounting and managerial accounting components in the MBA core.
- **MBA Capstone (BUS426)**: Graduate level, 3 credit hour course. Students will integrate knowledge learned from previous MBA classes to run a simulated company in an enterprise resource planning (ERP) environment. Students will leverage the information technology to achieve a competitive advantage against the other teams during live simulation games.
- **MBA Integrated Core (BUS420)**: Graduate level, 18 credit-hour course. The MBA core areas of management, marketing, operations, accounting, finance, and human resource are integrated using a case study approach with emphasis on integration using Enterprise Resource Planning (ERP) software.
- **Managerial Accounting (BUS320)**: Senior level, 3 credit-hour required core course that emphasizes internal use of accounting information in establishing plans and objectives, controlling operations, and making decisions involved with management of an enterprise (the determination of costs relevant to a specific purpose such as inventory valuation, control of current operation, or special decisions).
- **Essentials of Accounting (BUS120)**: junior or sophomore level, 3 credit-hour required core course that is an introduction to accounting and its significant role in making sound business decisions. Emphasis is on what accounting information is, why it is important, and how it is used to make strategic economic decisions.
- **System Analysis (IST243)**: Senior level, 3 credit-hour required core course required core course. The theory and practice of structured analysis are presented. Topics include: traditional vs. structured analysis methods, requirements analysis, user/analyst interaction, investigation of existing systems, human/machine interfaces, case tools, and workbenches.

*University of Louisville, Louisville, KY 40292*

- **Introduction to Computer Programming (CIS 110)**: Junior level, 3 credit-hour require core course for the major. Introduction to the basic principles of computer programming using an object - oriented programming language such as C++. The course concentrates on algorithmic development, with emphasis on good techniques

in design, coding, debugging, and documentation. Provides heavy exposure to the latest in programming technology. Extensive computer programming in the chosen object - oriented language is required.

- **Web Programming (CIS 201):** Junior level, 6 credit-hour require core course for the major. This course provides an introduction to Web technologies and effective Web site design, implementation, and maintenance. The architecture of Web, the use of the Web for sharing data, and models for using the Web to conduct business using languages such as HTML, JavaScript, and XML are explored. Additionally, this course introduces object-oriented programming using Java. Students learn the fundamentals of the object model, including the use of classes and encapsulation. The course concentrates on algorithmic development, with emphasis on sound techniques for designing, coding, debugging and documenting programs. Computer lab sessions are used to reinforce programming concepts. Extensive programming assignments are required. Team taught with one other faculty.
- **Management of Information Systems (CIS 410):** Senior level capstone class. A 3 credit-hour require core course explores strategic development of information technology; value chain analysis and its application to information resource management; information systems planning; organizing, staffing, and controlling the deployment of information technology; the development of an IT platform and architecture consistent with organizational structure. Intensive case analysis and company project implementation.
- **WWW Development (CIS 381):** Sophomore and senior level, 1.5 credit hour elective course. The main object of this course is to develop effective Internet and Intranet web sites to support current academic pursuits and to provide a competitive advantage in future professional activities. Topics include web design concepts, fundamental HTML programming, and graphic/photo processing and animation. Through hands-on work, students will become familiar with basic techniques for designing, implementing, and maintaining web sites.
- **Rapid Application Development (CIS 390)- Visual Basic:** Sophomore and senior level, 1.5 credit hour elective course. Overview of Microsoft Visual Basic 6.0 and its use as a tool for rapid application development. Topics include the tool's main components; properties, methods and events of objects; commonly-used controls; creating objects; debugging and error handling; creating menus; using dialog boxes; and database connectivity.

#### ***Anderson College, Anderson, SC 29621 (1997 – 1999)***

- Microcomputer Application in Business (required core course for sophomore)
- Computer Programming I (Visual Basic, HTML, JavaScript, VBScript) (required core course for sophomore)
- Computer Programming II (Visual Basic) (required core course for sophomores)
- Introduction to Information Processing Systems (required core course for freshman)
- Management of Information Systems (required core course for senior)
- Directed Study in Database Management (independent study)
- Introduction to Database Management Systems (required core course for junior)
- Advanced Business Application of Microcomputers (required core course for sophomore)
- Information Systems Analysis, Design, and Implementation (elective for senior)

#### ***Clemson University, Clemson, SC 29630 (1998)***

- Information Systems Design and Implementation (MBA)

#### **Professional Memberships**

- Decision Science Institute (DSI) (1998 – present)
- Association for Information Systems (AIS) (1997- 2015)
- American Accounting Association (AAA) (1997- 2012)
- International Association of Computer Information Systems (IACIS) (1998 – 2010)



- The Production and Operations Management Society (POMS) (1997-2011)
- Institute for Operations Research and Management Sciences (INFORMS) (1999-2001)
- American Production and Inventory Control Society (1997-1999)

## Service

### Professional Service

- Associate Editor, International Journal of Business and Systems Research (IJBSR), Spring 2018 – present ([www.inderscience.com/IJBSR](http://www.inderscience.com/IJBSR)).
- Reviewer, Journal of Cleaner Production, Spring 2018 – present.
- Board member, Loop Media Hub Board, The Loop Media Hub, St. Louis, MO, September 2013 – present.
- Trustee Board, Midwest Chinese American Science and Technology Association, November 2010 – present.
- President, Midwest Chinese American Science and Technology Association, October 2011 – October 2013.
- Conference Chair, International Biotechnology Enhanced by Cloud Computing Workshop, September 2012.
- Conference Chair, 2011 MCASTA Annual Symposium, April - September 2011.
- Feature Editor, In the Classroom, Decision Lines, January 2008 – December 2011 (<http://www.decision-sciences.org/Publications/Decision-Line>).
- Editorial Review Board, Production and Operations Management Journal, July 2007 – 2014.
- Editorial Board, Journal of International Technology and Information Management, 2004 – present.
- Editorial Board, International Journal of Business and Systems Research (IJBSR), September 2006 – present ([www.inderscience.com/IJBSR](http://www.inderscience.com/IJBSR)).
- Editorial Board, International Journal of Electronic Finance, 2005 – 2013.
- Associate Editor for Production Operations Management Society (POMS) Online Journal Site, 2003 – 2006.
- Member, standing committee on Coordination of Production and Operations Management Journal Activities, July 2007 - 2012.
- Reviewer, IEEE Transactions on Automation Science and Engineering, 2006-2013.
- Reviewer, Journal of International Technology and Information Management, 2002-present.
- Reviewer, International Journal of Production Research, 2002-2011.
- Reviewer, International Journal of Production Economics, 2003-2012.
- Reviewer, Journal of International Technology and Information Management, 2003.
- Reviewer, The Engineering Economist Journal, 2002.
- Reviewer, Association of Information Systems, Americas Conference on Information Systems, 2005 - 2006.
- Reviewer, International Association of Computer Information Systems, 2005 - present.
- Section Chairs and Reviewer, Annual Conference of Decision Sciences Institute, 2000 - present.
- Reviewers and Section chairs of Conference of Production and Operations Management, 2000 – 2002.
- Business Network Committee, Crane House, Louisville, KY 40203, Fall 2000-Spring 2001.
- Web Design for Breakthrough Laboratories, Louisville, KY, Fall 2000-Fall 2001.

### Academic Service

#### *Missouri University of Science & Technology (University of Missouri-Rolla)*

- Rules and Regulations Revision Committee, Graduate Faculty and Graduate Council, Spring 2019 - present
- Budgetary Affair Committee, Fall 2018 - present
- Space Planning Committee, Spring 2018 - present
- Outstanding Teaching Award Committee, Fall 2017-present
- Faculty teaching Award Committee, Fall 2017 - present

- Facility Planning Committee, Fall 2017 - present
- Administrative Review Committee, Fall 2017-present
- UM President's Award for University Citizenship (Leadership and Service) Selection Committee, Fall 2016 – present.
- Faculty Recruitment and Retention Council (FRRC) (formerly Female & Underrepresented Minority Faculty Recruiting & Retention Task Force (FUMFRR)), Fall 2008 - present
- Missouri S&T Core Marketing Network Task Force, Fall 2013 – present.
- OURE Coordinator for Department of Business & Information Technology, Fall 2004 – present.
- SAP Campus Coordinator, Fall 2003 – present.
- Smart Living Faculty Search Committee, Fall 2014 – Spring 2016.
- Missouri S&T Big-Data Curriculum Committee, Fall 2013 – Fall 2014.
- University sponsored on-site Childcare Facility Initiative, coordinator, Fall 2006 - present.
- Curriculum Committee, Business & Information Technology, Spring 2009 – present.
- Missouri S&T Provost & Executive Vice Chancellor Search Committee, Fall 2013 – Spring 2014.
- Missouri S&T Best-In-Class Strategic Area Committee, Fall 2013 – Spring 2014.
- Department Chair Search Committee, vice chair, Spring 2011 – Spring 2012.
- IST Faculty Search Committee, member, Spring 2012.
- Ad Hoc Teaching Committee, Spring 2009 – Spring 2011.
- ERP Faculty Search Committee, May 2009 – May 2010.
- Oracle Academic Initiative (OAI) administrator, Fall 2003 – Fall 2009.
- MSDN Academic Alliance Administrator and coordinator for Departments of Business Administration/Information Technology, Computer Sciences, and Electrical Computer Engineering, Fall 2003 – Summer 2013.
- AACSB Strategic Planning, Spring 2010 – Fall 2013
- AACSB Assurance of Learning Committee, Fall 2010 - Fall 2013
- MBA Curriculum Committee, Chair, Fall 2008 – Spring 2009
- MBA Planning Committee, Spring 2004 – Spring 2008
- MBA Integrated Curriculum Design Committee, Spring 2005 – Spring 2008
- Faculty Conduct Committee, Fall 2006 – Spring 2008
- Academic Council Committee, Fall 2003 – Spring 2006.
- Technology-Enabled Classroom (TEC) initiative, Spring 2004 – Fall 2006
- Computer Policy Committee, Fall 2003 – Fall 2006
- ITCC Computer Learning Center Subcommittee, Spring 2005 – Fall 2006
- International Collaboration Program with National United University, Spring 2007 – Fall 2008
- International Collaboration Program with Fu-Jen University, Spring 2007 – Fall 2008
- AACSB Accreditation Committee, Fall 2005 – Spring 2008
- Committee on Faculty Conduct, Fall 2006 – Fall 2008
- The Woman's Day Celebration Planning Committee, Fall 2006 – Spring 2007
- Department Chair/Associate Dean Search Committee Co-Chair, Fall 2004 –Spring 2005
- Department Faculty Search Committee, Fall 2004, Spring 2005, Fall 2005, Spring 2006, Fall 2006, Spring 2007
- Department Graduate Assistant Office Coordinator, Spring 2005 – Fall 2006

- Assistant Research Director, UPS Center for World-wide Supply Chain Management (UPS*i*), Logistics and Distribution Institute, Fall 2001 – May 2003
- CIS subcommittee – curricular revision, Fall 2002 - present
- Committee of Scholarships, Honors and Awards, Fall 2002 – May 2003
- Faculty Development Committee, Fall 2001- Spring 2002
- Library Committee, Fall 2000
- International Studies Committee, Spring 2000
- CIS Curricular Revision Subcommittee, Spring 2000-Spring 2001
- CIS subcommittee - graduate Assistantship, Spring 2000
- CIS 110 & CIS111 Success Factor subcommittee, Spring 2000 – Fall 2001
- Library Committee, Fall 2000-Spring 2000
- CIS subcommittee - undergraduate Scholarship, Fall 2000
- Coordinate and develop teaching materials for CIS110, Fall 1999 – Fall 2001
- Coordinate CIS390-01 and CIS390-02, Fall 1999 – May 2003

### ***Anderson College***

- Web design committee, Spring 1999
- Curriculum development committee, Fall 1998 – Spring 1999
- Steering Committee of multi-media enhanced interactive computer teaching classrooms, Spring 1998 – Spring 1999
- Faculty Training and Development Committee, Fall 1997 – Spring 1999
- Information Technology Committee, Fall 1997 – Spring 1999

## **Corporate Outreach**

Lead and take initiatives to established collaboration relations and strategic partnerships with more than sixty active corporate partners for the Department of Business & Information Technology and Missouri S&T since 2003. Establish a sustainable corporate engagement infrastructure that bring together a team of students, faculty, academic departments, and different S&T business units including Career Opportunities & Employer Relations (COER), Information Technology, Corporate Relations, Office of Provost, Marketing & Communication, and Development Office.

## **Professional Development Activities**

- Introduction to SAP BW/4HANA, SAP Workshop, Milwaukee, WI (7/16/2019-7/17/2019)
- TS410 Delta Certification CourseSAP Workshop, Milwaukee, WI (7/18/2019-7/19/2019)
- Rapid Application Development using Low-Code Platform Mendix, Certification earned, SAP Workshop, Milwaukee, WI (7/18/2018-7/19/2018)
- Enterprise Resource Planning System S/4 HANA Configuration, Certificate earned, SAP Workshop, Milwaukee, WI (7/16/2018-7/19/2018)
- Introduction to SAS and Hadoop Carry, NC, Certificate earned (7/26-7/27/2017)
- SAS Visual Statistics for Professors, Carry, NC, Certificate earned (7/16/2015)
- SAS Visual Analytics for Professors, Carry, NC, Certificate earned (7/15/2015)
- Build Your Own SAP Fiori App in the Cloud, Open SAP Course, Certificate earned (3/25/2015 – 5/27/2015)
- How the Internet of Things and Smart Services Will Change Society, Open SAP Course, Certificate earned (03/25/2015 – 5/5/2015)

- SAP Business Suite 4 SAP HANA in a Nutshell, Open SAP Course, Certificate earned, (3/25/2014 – 5/18/2014)
- SAP Business Warehouse powered by SAP HANA, Open SAP Course, Certificate earned (11/13/2014 – 12/18/2014)
- BI Clients and Applications on SAP HANA, Open SAP Course, Certificate earned (10/29/2014 – 12/17/2014)
- SAP Workshop: Mobile App Development using SAP Mobile Platform, Atlanta, Certificate earned (3/26/2014 – 3/29/2014)
- Introduction to Software Development on SAP HANA, Open SAP Course, Certificate earned (10/24/2013 – 12/12/2013)
- SAP Workshop: In-Memory Database Management and the SAP HANA Platform (2/23/2013)
- SAP Workshop: Mobile Application Development, Milwaukee, Wisconsin, (7/9/2012 – 7/13/2012)
- Sybase Unwired/Mobile Applications Workshop, Certificate Awarded, SAP Academic Conference, San Antonio, TX (3/21/2012 – 3/24/2012)
- In-Memory Computing: SAP HANA Workshop, Certificate Awarded, SAP Academic Conference, San Antonio, TX (3/21/2012 – 3/24/2012)
- SAP Workshop: BusinessByDesign, Vancouver, Canada, 9/22/2011
- SAP TERP 10 Certification Training and Examination University of Tampa, Tampa, FL. Certificate earned (5/9/2011 – 5/20/2011),.
- SAP Workshop: BusinessByDesign, SAP Academic Conference, Monterey, California (3/10/2011 – 3/12/2011)
- SAP Workshop: Business Objects – Xcelsius Dashboards, SAP Academic Conference, Monterey, California (3/10/2011 – 3/12/2011)
- SAP Advanced Predictive Modeling, Rolla, MO (5/7/2010)
- SAP Workshop: Project Management, Certificate Awarded, San Diego, CA (3/20/2010)
- SAP Curriculum Congress, San Diego, CA (3/18/2008 – 3/21/2010)
- SAP Workshop: Supply Chain Management, Milwaukee, WI (7/26/2009 – 7/31/2009)
- SAP Curriculum Congress, Charlotte, NC (3/12/2008 – 3/13/2008)
- SAP NetWeaver Workshop, Certificate Awarded, Charlotte, NC (3/14/2008)
- Advanced Predictive Modeling Using SAS Enterprise Miner, Certificate Awarded, SAS World Headquarters, Cary, NC (7/22/2008-7/24/2008)
- SAP Curriculum Congress, Atlanta, GA (2/29/2008 – 3/1/2008)
- SAP Business One Workshop, Certificate Awarded, Atlanta, GA (2/27/2008 – 2/28/2008)
- Enterprise SOA and Business Processes Workshop, Certificate Awarded, Chico, CA (7/30/2007 – 8/3/2007)
- Applied Analytics Using SAS Enterprise Miner 5, Certificate Awarded, Long Beach, CA (7/17/2007-7/20/2007)
- SAS Programming Essentials for Educators, Certificate Awarded, Long Beach, CA (7/15/2007-7/16/2007)
- SAP Curriculum Congress, Vancouver, British Columbia, Canada (3/3/2007 – 3/5/2007)
- SAP NetWeaver workshop, Certificate Awarded, Vancouver, British Columbia, Canada (3/1/2007 – 3/2/2007)
- SAP ERP Simulation Workshop, Fayetteville, AR (10/31/2006 – 11/2/2006)
- SAP Simulation Workshop, Certificate Awarded, Toronto, CA (6/12/2006 – 6/14/2006)
- SAP Academic Congress, Dallas (Grapevine), Texas (3/4/2006- 3/5/2006)
- SAP Advance Planning Optimization/Supply Chain Workshop, Certificate Awarded, Dallas (Grapevine), Texas (3/2/2006 – 3/3/2006)
- Certi Seminar in Problem Based Learning in the Classroom, Missouri University of Science & Technology, Rolla, MO (9/16/2005)

- SAP Strategic Enterprise Management Systems Workshop, Certificate Awarded, Chico, CA (7/18/2005 – 7/22/2005)
- SAP Academic Congress, Atlanta, GA (3/4/2005 – 3/8/2005)
- On Course Workshop: Helping Student Get On Course, University of Missouri – Rolla, Rolla, MO (1/6/2005 – 1/7/2005)
- Certi Seminar in Using Personal Response System in Classroom, University of Missouri – Rolla, Rolla, MO (10/29/2004)
- Active Learning & Interactive Lectures Seminar, University of Missouri – Rolla, Rolla, MO (10/1/2004)
- SAP Enterprise Portals Workshop, Certificate Awarded, Columbia, MO (8/16/2004 – 8/19/2004)
- SAP Supply Chain Management Basics – Planning & Manufacturing Workshop, Certificate Awarded, Rolla, MO (7/26/2004 -7/30/2004)
- SAP Strategic Enterprise Management workshop, Certificate Awarded, Chico, CA (7/11/2004 – 7/16/2004)
- SAP Academic Congress, Orlando, FL (2/27/2004 – 3/1/2004)
- SAP: Business Integration II Workshop, Certificate Awarded, LSU, LA (1/19/2004 – 1/23/2004)
- SAP: Business Integration I Workshop, Certificate Awarded, LSU, LA (1/11/2004 – 1/16/2004)
- Introduction to SAP, Certificate Awarded, Rolla, MO (10/24/2003 – 10/25/2003)
- Freshman Faculty Forum, Rolla, MO(fall 2003 – Spring 2004)
- Cold Fusion Development, Certificate Awarded, Louisville, KY (7/15/2002 – 7/20/2002)
- Visual Studio Development, Certificate Awarded, Louisville, KY (2002)
- MSDN Training: Windows Programming, Certificate Awarded, Louisville, KY (2001)
- MSDN Training: Visual Basic, Certificate Awarded, Louisville, KY (7/22/1998 – 7/24/1998)
- Novell Tech Share, Atlanta, GA (6/13/1997 – 6/14/1997)