

Arlene J. Nicholas, Ph.D.

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Current Work	Salve Regina University, Newport, R.I. <i>Professor of Business Administration</i> Business & Economics Department
1999-Present	Full time faculty
2010-Present	Faculty mentor men's basketball
2023-Present	Faculty advisor Salve Real Estate Club
2020-2022	Coordinator of 5 th year Graduate program Advise undergraduate students on courses and requirements for Masters.
2011 - 2020	<i>Graduate Director</i> MBA and MS of Innovation and Strategic Management and management certificate programs Review graduate applications, adjunct faculty applications, schedule courses, meet and advise students, attend grad meetings and open houses (Newport, Warwick, Miami-Dade). Maintain balance of required courses offered in semesters and summer sessions online and on-campus. Researched and proposed Non-profit Management certification and concentration, and revised MBA and MS program. Researched and proposed Social Entrepreneurship certificate and concentration.
2010 - 2018	<i>Coordinator</i> , Sports Management Minor
2010 - 2015	<i>Coordinator</i> , Undergraduate Business Administration Major/Minor
2010 - 2011	<i>Coordinator</i> Graduate MBA and MS and certificate programs.
Sept 2004 - Present	Undergraduate courses include: Management of Human Resources, Management & Organizational Behavior, Business Communications, Business Ethics, Business Research and Service Learning. Management courses focus on organizational behavior, ethics and human resource management involving contemporary issues of managing change, technology and workforce diversity in the global environment. HR focuses on the legal environment including EEO legislation and court cases. Business Communications included creating a goodwill service or product for a foreign company with a portfolio and team presentation of the culture and environment of the country. Service Learning was a voluntary one credit project for HR, Business Research and Business Communication students to help community people and non-profits. These projects are now integrated into standard courses.

Designed online graduate interactive Human Resource Management, Strategic Management & Business Planning (also as hybrid) undergraduate Continuing Education- Business Ethics, Management of Human Resources. Updated and revised online graduate interactive Management & Organizational Theory course. Revised MS Management degree to MS of Innovation and Strategic Management. Graduate courses include: Management & Organizational Theory, Human Resources Management, Organizational Transformation & Change, and capstone, Strategic Management & Business Planning.

Sept 2006 - Sigma Beta Delta International Business Honor Society *Chapter Advisor*
May 2012

Sept 1999 - Salve Regina University, *Faculty* of Management and Information Systems
2004 Science courses including organizational behavior, HR and Business Research. Computer courses covered basic computer hardware, systems analysis and design and Microsoft Office suite applications.

Fall 2001- Salve Regina University, *Faculty*, Graduate online courses and in-class sections
Present Interacting, advising and grading online students in Human Resource Management course. Revised and updated on campus Human Resource Management course adding technology applications such as advanced researching assignments, paper formatting and threaded online discussions.

Fall 2006 *Adjunct Faculty*- Touro University International
Management of Human Resources, Business Ethics online graduate courses

1995- *Adjunct Faculty*, Salve Regina University, Information Systems Science
2004 These courses described the concepts and terminology of business computer- based information technology and systems analysis with hands-on laboratory lessons and assignments. Also taught courses in Economic Geography

Publications

- “Capitalizing the Use of Artificial Intelligence for Business Education” Proceedings of Humanity and Technology Association HTA conference. (October, 2023).
- “Gen Z College Students, COVID-19 Courses & Beyond”. Proceedings of European Conference on Education, (June 13, 2022).
- “Learning Methods of Generation Z” slides in proceedings of INTI International University & Colleges Malaysia symposium Empowering Academia. (April 28, 2021).
- “He, She, We: Gender Impacts in Teamwork” (December, 2020) Proceedings NBEA 47th annual conference proceedings.
- “Preferred Learning Methods of Generation Z” (December 2019). Proceedings NBEA 46th annual conference proceedings. 61-69.
- “Internships” (December 2018) *Wiley Blackwell Encyclopedia of Sociology* 2nd edition (John Wiley & Sons Inc.; Hoboken, NJ).
- “Automation, Jobs and Employment” with Sacco, S. (October 2018) Proceedings. Northeast Business and Economics Association (NBEA) 45th Conference, Stockton, NJ.
- “Maximizing Shareholder Wealth and Stakeholder Value: Doing Good and Doing Well.” With Sacco, S. A. (2018). *International Journal of Business Management and Commerce*, 3(2)1-20.

- “Econometrics and HR: Civic Projects for Skills and Service” with Sacco, S. (October 2017) Proceedings. Northeast Business and Economics Association (NBEA) 44th Conference, Long Island, NY.
- “Motivational Factors of Telework.” (July, 2017). In M. Koshrow-Prow (Ed.), *Encyclopedia of Information Science and Technology, 4th Edition*, Chapter 64, Hershey, PA: IGI Global. doi: 10.4018/978-1-5225-2255-3.
- “People, Planet, Profit: Benefit and B Certified Corporations – Comprehension and Outlook of Business Students.” (2016). with Sacco, S. *Academy of Business Research Journal. Vol 3.* pp 18-31.
- “Benefit Corporations: Maximizing Shareholder Wealth and Stakeholder Value” with Sacco, S. Proceedings. Northeast Business and Economics Association (NBEA) 43rd Conference, West Point, NY. November 2016.
- “Internships: Experiential Learning Academic Connections and Assessment” Proceedings Northeast Business and Economics Association (NBEA) 42nd Annual Conference, York College, Jamaica, NY. 2015
- “Mercy and Business: A Partnership for Catholic University Business Students”, Salve Regina Mission Integration Award. Faculty and staff articles. McKillop Library. March 2015
- “Technological Monitoring of Employees.” Proceedings, Northeast Business and Economics Association (NBEA) 41st Annual Conference, Monmouth University, West Long Branch, NJ. 2014.
- “Systematic ICT surveillance by employers: Are your personal activities private?” *Human Choice and Computers HCC-11*, 23, 53-62. Turku University Press TUCS, Finland, July, 2014.
- “Management and telework.” *Encyclopedia of Business Analytics and Optimizations (EBAO)*. (pp. 1435-1446) Editor. Wang, J. (5 Volumes) (pp. 1- 2863). Hershey, PA: IGI Global. doi:10.4018/978-1-4666-5202-6. 2014
- “Graduate engagement in an online management course”. *Academy of Business Research Journal, 1* ISBN-10: 1497324556. 2014.
- “Learning management systems (LMS) and automated essay scoring (AES) applications in undergraduate courses.” with Lewis, J.K. Proceedings. Campus Technology 20th Annual Technology in Higher Education Conference. Boston, MA. 2013.
- “Use of LMS in undergraduate business communications courses” European Conference on Research Methodology for Business and Management, (pp. 395-398) Proceedings. University of Minho, Guimaraes, Portugal. 2013.
- “The Net Generation and e-textbooks.” with Lewis, J. K. In K. Beycioglu (Ed.), *Ethical technology use, policy, and reactions in educational settings*, (pp. 153-161). Hershey, PA: IGI Global. 2013.
- “Will telework help to attract millennial employees?” Northeast Business and Economics Association (NBEA) 39th Conference. Proceedings. Long Island, N.Y. 2012.
- “E-text books usage by faculty and students in a small liberal arts university” with Lewis, J. K. Campus Technology 19th Annual Education Technology Conference. Boston, MA. 2012.
- “Engaging the Net Generation Student.” SRHE (Society for Research in Higher Education) Conference. Proceedings. Newport, Wales. 2012.
- “Net Generation and E-text books.” with Lewis, J. K. *The International Journal of Cyber Ethics in Education: Special Edition, 1*(3). 70-77. 2011.
- “Learning enhancement or headache: Faculty and e-textbooks.” with Lewis, J. K. *International Journal of Information Systems in the Service Sector (IJISSS) 5*(2)-ID8462. 2011.

- “Net Generation Students and e-textbooks.” with Lewis, J. K. Proceedings. Northeast Business and Economics Association 38th Annual Conference, Philadelphia, PA. October, 2011.
- “Net-generation and management: New workers and trust.” *International Journal of Knowledge, Culture and Change Management* 10 (10), 1-10. 2011
- “Preferred learning methods of the millennial generation.” In J. H. Westover (Ed.), *Training the next generation of knowledge workers: Reading for effective secondary education & workplace learning practices* (pp. 55-68). Australia, Common Ground Publishing PTY Ltd. 2011.
- “Learning enhancement or headache: Faculty and e-textbooks.” with Lewis, J.K. Proceedings. Northeast Business and Economics Association 37th Conference Morristown, N. J. September, 2010.
- “Merciful Practices of a Business Program.” with Warrington, T. & Keenan, J. *Journal of Catholic Higher Education*, 27(1) 83-95. 2008 printed 2010.
- Millennial Interest in Teleworking: A survey of generational attitudes*. Germany: VDM Publishing House Ltd. 2009.
- “Generational Perceptions: Workers and Consumers.” *Journal of Business and Economics Research* 7(10), 47-52. 2009.
- “Is Teleworking for the Millennials?” with Guzman, I. Proceedings. Association for Computing Machinery Special Interest Group Management Information Systems (ACMSIGMIS) Conference Limerick, Ireland. May, 2009.
- “Generational Perceptions: Workers and Consumers.” Proceedings. International Applied Business Research Conference, San Antonio, TX. Best Paper Award. March, 2009.
- “Preferred Learning Methods of the Millennial Generation.” *International Journal of Learning*, 15(6), 27-34. 2008.
- “Millennial Attitudes Toward Books and E-Books.” with Lewis, J. K. *The International Journal of the Book*, 5(2), 81-92. 2008.
- “Preferred Learning Methods of the Millennial Generation.” Proceedings. International Conference on Learning, University of Illinois, Chicago, IL. June, 2008.
- “Merciful Practices of a Business Program” with Warrington, T. & Keenan, J. Proceedings. Mercy Conference, Georgian Court University, Lakewood, N.J. June, 2008.
- “Merciful Practices of a Business Program” with Warrington, T. & Keenan, J. Proceedings. Mercy Symposium, Salve Regina University, Newport, R.I. May, 2008.
- “Millennial Attitudes Toward Books and E-Books.” with Lewis, J. K. Proceedings. Fifth International Conference of the Book, Madrid, Spain. October, 2007.
- “Generational Perceptions of Teleworking.” Proceedings. Annual meeting of the Eastern Academy of Management, Saratoga, NY. May, 2006.
- “Telework: Benefits and Barriers.” Proceedings. Annual meeting of the Institute of Behavioral and Applied Management (IBAM), Tampa, FL. October, 2003.

Presentations

- October, 2023, Session Chair and Presenter of research paper “Capitalizing the Use of Artificial Intelligence for Business Education” at Humanity and Technology Association HTA conference. Salve Regina University, Newport, RI,
- June 13, 2022. “Gen Z College Students, COVID-19 Courses & Beyond”. European Conference on Education, London, England. Virtual. Session Chair July 14.
- April 28, 2021. Keynote speaker at INTI International University & Colleges Malaysia. “Learning Methods of Generation Z”. Virtual.

November 13, 2020, "He, She, We: Gender Impacts in Teamwork" Northeast Business and Economics Association (NBEA) 47th Conference, Virtual.

November 9, 2019. "Preferred Learning Methods of Generation Z" presented at Northeast Business and Economics Association (NBEA) 46th Conference, Newport, RI.

November 6, 2018. "The Loss of Humans in the Workplace." Pell Roundtable. with Samuel Sacco. Salve Regina University.

November 2, 2018. "Human Technology Association Conference, Salve Regina University.

October 2018. "Automation, Jobs and Employment" with Sacco, S. Northeast Business and Economics Association (NBEA) 45th Conference, Stockton, NJ.

April 3, 2018. "Communicating effectively with all generations." with Dr. Kelly Alverson. Presented to Newport County Chamber of Commerce event. Salve Regina University

November 17, 2017. "Using Open Educational Resources" with Dr. John K. Lewis. Presented at New England Faculty Development Consortium, College of the Holy Cross, Worcester, MA.

November 4, 2017. "Fear of Unemployment from Automation, Again?" Human Technology Association Conference, Salve Regina University.

October 2017. "Econometrics and HR: Civic Projects for Skills and Service" with Sacco, S. presented at Northeast Business and Economics Association (NBEA) 44th annual conference, Long Island, NY.

May, 2017. "Enhancing Students' Econometrics Skills Through Civic Engagement" with Sacco, S. International Journal of Arts and Sciences' Conference, Harvard campus. Boston, MA.

February 24, 2017. "Social Entrepreneurship and Benefit Corporation Legislation: For-Profits Making Money and a Difference" with Sacco, S. Pell Roundtable Discussion. Salve Regina. Newport, RI.

February 23, 2017. "Communications with Generations" with Dr. Kelly Alverson for Newport Chamber of Commerce/Salve event. Newport, RI.

November, 2016. "Benefit Corporations: Maximizing Shareholder Wealth and Stakeholder Value" with Sacco, S. Northeast Business and Economics Association (NBEA) 43rd Conference West Point, NY

November 18, 2016. "Mission to Praxis: Building Engaged Communities" with Faculty Civic Engagement Committee. Presented at New England Faculty Development Consortium, College of the Holy Cross, Worcester, MA.

November, 2016. "Respect in the Workplace." East Bay Community Action Program EBCAP, for CNA students.

March, 2106. with Sacco, S. "People, Planet, Profit: Benefit and B Certified Corporations" Academy of Business Research (ABR) Conference, New Orleans, LA.

January 22, 2016 "Workplace Appraisals and Evaluations" Seminar for Continuing Education credits for RI Town Clerks, RITCCA Quarterly Meeting, Middletown, RI.

November, 2015. "Using LinkedIn to Teach Concise Writing, Ethics and Networking" New England Faculty Development Consortium (NEFDC) Fall Conference. New England Institute of Technology, East Greenwich, RI

November, 2015. "Internships: Experiential Learning Academic Connections and Assessment" Northeast Business and Economics Association (NBEA) 42nd Annual Conference, York College, Jamaica, NY

October, 2015. Instructed seminar on "Respect in the Workplace" for East Bay Skills Alliance. Florence Gray Center, Newport RI

March 25, 2015. "Mercy and Business: A Partnership for Catholic University Business Students" Mission Integration Award recipient (\$500 for Judith Keenan Business Student Scholarship). Salve Regina University. Newport, RI

November, 2014. "Technological Monitoring of Employees" Northeast Business and Economics Association (NBEA) 41st Annual Conference, Monmouth University, West Long Branch, NJ.

August, 2014. "Systematic ICT surveillance by employers: Are your personal activities private?" 11th Human Choice and Computers International (HCC) conference, Turku, University, Finland

March, 2014. "Multi-generational Workforce" for RI Government Finance Officers Association (RIGFOA) conference. Warwick, RI

August, 2013. with Lewis, J.K. "Learning Management Systems (LMS) and Automated Essay Scoring (AES) Applications in Undergraduate Courses." Campus Technology 20th Annual Technology in Higher Education Conference. Boston, MA.

July, 2013. "Use of LMS in undergraduate business communications courses" for the 'ECRM' European Conference on Research Methodology for Business and Management, University of Minho, Guimaraes, Portugal

March, 2013. "Graduate engagement in online management courses." Academy of Business Research Conference, New Orleans, LA. (Best Paper in Session).

October, 2012. "Will telework help to attract millennial employees?" Northeast Business and Economics Association 39th Conference. Long Island, NY

July, 2012. with Lewis, J. K. "E-text books usage by faculty and students in a small liberal arts university" Campus Technology 19th Annual Education Technology Conference. Boston, MA.

February 8, 2012. "Universal Design for Learning" with colleagues. Teaching and Learning Symposium, Salve Regina University

June, 2012. Keynote speaker. Middletown Rotary Scholarship Award Night, Middletown, RI

December, 2011. "Engaging the Net Generation Student." SRHE (Society for Research in Higher Education) Conference, Newport, Wales

November, 2011. with Lewis, J.K. "Is free really cost effective: Case study of open access e-textbook usage in several undergraduate business courses," Northeast Business and Economics Association 38th Annual Conference, Philadelphia, PA

May 19, 2011. Faculty Technology workshop with Kathryn Rexrode, Nursing faculty, "Clickers in the Classroom."

March 3, 2011. "Motivating Generation Y students." "Center of Teaching and Learning, Salve Regina University.

September, 2010. with Lewis, J.K. "Learning enhancement or headache: Faculty and e-textbooks," Northeast Business and Economics Association 40th Annual Conference, Morristown, NJ

July, 2010. "Net-generation and management: New workers and trust." Knowledge, Culture and Change Management Conference, Montreal, Canada.

June, 2010. Keynote speaker. Middletown Rotary Scholarship Award Night, Middletown, RI

January 14, 2010. Keynote speaker "Communications Forum" Salve Regina Pell Center. Newport, RI

June, 2009. with Lewis, J.K. "The Net Generation and E- textbooks." Network Ethics: The New Challenge in Business, ICT and Education Conference, Catholic University of Lisbon, Center for Ethics Business and Economics. Lisbon, Portugal

May, 2009. "Is Teleworking for the Millennials?" Association for Computing Machinery Special Interest Group Management Information Systems (ACMSIGMIS) Conference Limerick, Ireland

May 12, 2009. Featured Speaker at Strong Women Lecture Series "Lifelong Learning". Salve Regina University

April 23, 2009. "Generational Perceptions: Management and Sales." at APC/Schneider Electric to Human Resource team in Kingston and other states through conference call/net meeting.
March, 2009. "Generational Perceptions: Workers and Consumers." International Applied Business Research Conference, San Antonio, TX. Best Paper Award,
November 17, 2008. "Across the Generations: Closing the Gap" Featured speaker, Meeting Professionals International (MPI) conference, Newport, RI
June, 2008. "Preferred Learning Methods of the Millennial Generation." International Conference on Learning, University of Illinois, Chicago, IL
June, 2008. with Warrington, T. & Keenan, J. "Merciful Practices of a Business Program" Mercy Conference, Georgian Court University, Lakewood, NJ
May, 2008. with Warrington, T. & Keenan, J. "Merciful Practices of a Business Program" Mercy Symposium, Salve Regina University, Newport, RI
October, 2007. with Lewis, J.K. "Millennial Attitudes Toward Books and E-Books." Fifth International Conference of the Book, Madrid, Spain
May, 2006. "Generational Perceptions of Teleworking." Annual meeting of the Eastern Academy of Management, Saratoga, NY
October, 2003. "Telework: Benefits and Barriers". Annual meeting of the Institute of Behavioral and Applied Management (IBAM), Tampa, FL

Achievements

Education summit "Teaching for Tomorrow, Today: Shaping the Future of Pedagogy - June 20-21, 2024
Mercy Summit, Salve Regina University, April 12, 2024
"High-Performing Teams Through Practical Strategies", webinar March 12, 2024.
'Employee experience: What makes or breaks success' Bamboo HR webinar February 13, 2024
'Employee engagement: Retaining talent for the future workplace.' Webinar. February 8, 2024
'Maximizing Performance with Employee Development' webinar January 23, 2024
Compensated reviewer for Gowan's HRM- Managing Employees for a Competitive Advantage. 5th edition Sage text book. January, 2024.
Unpacking HR Trends 2023: Trust, Performance, and DEI Priorities, January 10, 2024
ADD Safety Training, Salve Regina University, January 10, 2024.
Awarded Salve scholarship and completed six courses September – November, to earn Canvas Certified Higher Education badge.
Webinar "AI and How to Prepare Students For Careers That Don't Exist" September 19, 2023.
Research paper "The Increase of Bullying in the Workplace: Recognizing its Effects and Promoting a Culture of Civility" accepted for International Conference on Business Leadership, Entrepreneurship and Management, Glasgow, Scotland December 2023.
Training for an "Advisor" and a "Panelist" for Title IX school cases. August – September 2023.
McGraw Hill Higher Education paid reviewer Noe Human Resource Management 13e. August 2023.
Webinar "5 Steps to Excelling as an HR Dept of One" July, 2023.
Webinar "3 Ways to Level up your Performance Management" July, 2023.
Canvas Certified Educator- Higher Education – Personalized Learning, completed July 2023
Course Hero Education Summit. Culture of Caring, Engagement, Assessments, Using AI and other digital tools.- June 29 -30, 2023
"The Hidden Employee Experience: Facilitating Psychological Safety & Empathy" - HR Webinar from Verified First - June 2023
AED/CPR certification May 2023

Salve Business Department Leadership award of the year Sigma Beta Delta National Honor Society. April 2023.

Session chair, presenter, and reviewer for The European Conference on Education, London, UK, July 14-17, 2022.

Canvas Certified Educator- Higher Education – Engagement Strategies, completed June 2023

Mercy Roundtable Conference on ‘non-violence’ of Mercy Schools - May 31 - June 1 Ochre Court Salve.

Technology and the Future of Work, Jacky Wright @ Oxford Martin and Queen’s College presentation May 2023

Canvas Certified Educator -Higher Education – Foundational Frameworks, completed April 2023

Review committee of European Conference on Education (ECE) for July Conference 2023 Responding to Artificial Intelligence at Salve February 10, 2023

Chronicle of Higher Education seminar “Master’s Programs That Meet Students’ Needs” October 25, 2022.

The Power of Collaboration in HR - Faculty Summit June 8-9 2022

The Art of the Jewish Family: Jewish Women in Early New York and Newport Through Objects of Everyday Life. Presented by Professor Laura Arnold Leibman. June 2, 2022

Remote Connected Faculty Summit, Arizona State University, June 2022

Post pandemic: What we learned to make education better. Quality Matters higher education workshop. May 17, 2022

Earned Rubric Role Update Reinstatement – RURR from Quality Matters, April 2022

Board of Directors - Northeast Economics & Business Association (NBEA) - 2018 -2022

Attended “Building Excellence: A Community of Online Teaching & Learning Where Quality Matters” Quality Matters workshop. June 17, 2020.

Completed certification course in Virtual Design, Murray State University. May 25, 2020.

Chief Learning Officer Intelligence Review Board member, 2020.

Attended virtual IACBE conference including sessions on: “Adapting to the Challenges of COVID-19 – Thoughts & Perspectives from Around the World” April 1, 2020.

United Educators EduRisk three course completions and certificates November 29, 2019: “Mosaic: Prevent Discrimination and Harassment Together: Supervisors”; “Mosaic: Prevent Sexual Violence Together”; “Avoiding Supervisory Pitfalls.”

Committee member and Peer Reviewer for the 14th European Conference on Innovation and Entrepreneurship (ECIE19) at the University of Peloponnese, Kalamata, Greece on the 19th-20th September 2019

Accepted as Advisor for Social Enterprise Greenhouse (SEG) Innovate Newport site. July, 2019.

Completed certification/course: Columbia University EdX, “Inclusive Teaching: Supporting All Students in the College Classroom,” July, 2019.

Board of Reviewers as Subject Matter Expert (telework) for international journal European Countryside of Mendel University of Brno, Czech Republic published by SCIENDO, June, 2019.

Conference Chair for NBEA 46th annual conference, November, 2019 Salve Regina University, Newport, RI

Selected member of Child & Family Development and Marketing Committee, Middleton, RI. February, 2019.

Advisory Board of International Review Journal of Education and Research (IRJER). February 2019

Chief Learning Officer Intelligence Review Board member, 2019.

Committee member and Peer Reviewer for 18th European Conference on Research Methodology for Business and Management Studies (ECRM19) Wits Business School, Johannesburg, South Africa, 20 -21 June, 2019.

Student Mental Health certification workshops, November 13 & 15, 2018.

Peer Reviewer for doctoral student best paper award NBEA Conference October, 2018.

Sessions Chair, Northeast Business and Economics Association (NBEA) 45th annual conference, October 2018. Stockton, NJ.

Peer reviewer for Journal of Business and Economics Studies, *Scholastica*. March, 2018.

Attended webinar “Making Blended Learning Work under the Toughest Circumstances” March 20, 2018.

Selected as Board Member of Northeast Business and Economics Association (NBEA), 2017-2019 term.

Completed “Mosaic: Prevent Discrimination and Harassment: Supervisors” EduRisk course. January 2018

Completed “Avoiding Supervisory Pitfalls” EduRisk course December, 2017

Completed “Mosaic: Prevent Sexual Violence Together” EduRisk course December, 2017

Session Chair, Northeast Business and Economics Association (NBEA) 44th annual conference, October 2017. Long Island, NY.

Consulting editor, *Journal of Business Education*, Tylor & Francis publishers August, 2017

Committee member and Peer Reviewer for 16th European Conference on Research Methodology for Business and Management Studies (ECRM17) Dublin Institute of Technology, Dublin, IR June, 2017.

Chronicle of Higher Education. Quality Matters “Online Education: Heading Toward the Future” Webinar, June 22, 2017

Higher Education Quality Matters certification update May 2017

Session Chair, International Journal of Arts and Sciences' conference, Harvard campus, May 2017

Reviewer for *Organizational Behavior* by Uhl-Bien for Wiley-Plus, March 2017.

Chief Learning Officer Business Intelligence Board Member 2016-2017.

“Social Entrepreneurship and Benefit Corporation Legislation: For-Profits Making Money and a Difference” with Samuel Sacco. Pell Roundtable Discussion. February 24, 2017.

Presented with Dr. Kelly Alverson on "Communications with Generations" for Chamber of Commerce/Salve event, February 23, 2017.

Awarded position on Faculty Engagement Committee for planning meetings and classroom work with Child & Family, September, 2016 – May, 2017.

Committee member and Peer Reviewer for 15th European Conference on Research Methodology for Business and Management Studies (ECRM-2016) University of Kingston, Kingston, UK, June, 2016

Attended ATLAS.ti User Conference: Qualitative Data Analysis and Beyond. Berlin, Germany August 29-31, 2015

Awarded attendance for New England Faculty Development Consortium (NEFDC) Fall Conference. "Challenges & Opportunities for Educators of the Future." November 2014 College of the Holy Cross

Session Chair. Northeast Business and Economics Association (NBEA) 41st Annual Conference. Monmouth University. November 2014.

Committee member and peer reviewer for 14th European Conference on Research Methodology for Business and Management Studies (ECRM-2015) University of Malta, Valleta, Malta. June 2015

Session Chair at Human Choice and Computers (HCC) International Conference, Turku University, Finland, August 2014

Earned Quality Matters Applied Rubrics update certification through program/test. July, 2014

Peer Reviewer for Sage Open Source (requested by Dr. Zachary Shaeffer, Ariel University, Israel) "Dynamics in Organisational Culture" June, 2014

Awarded course in Quality Matters Peer Reviewer training. Earned certification. June, 2014

Article "The Net Generation and E-textbooks" cited in Chapter: The Concept of eTextbooks in K-12 Classes from the Perspective of Its Stakeholders, Guang Chen, Chaohua Gong, Junfeng Yang, Xiaoxuan Yang, Ronghuai Huang, In book: Human-Computer Interaction and Knowledge Discovery in Complex, Unstructured, Big Data, Publisher: Springer-Verlag Berlin Heidelberg, pp.319-325.

Research study replicated (with permission) by Shawna J Fabian [sfabia19109@viterbo.edu] of Viterbo University for her capstone MBA project. Dissertation work was referenced 13 times in the 40 page paper that included my survey instrument.

Completed Quality Matters Rubric course, earned certification. May 2014

Coordinated 'Charmed by Charity' fundraiser for Judith A Keenan Scholarship fund at Alex & Ani Newport, April 23, 2014

Task force for Salve and community high school and business offerings of Microsoft and IC3 certifications, February/March, 2014

Attended Athletics Integration Conference, Salve Regina by invitation from Sister Jane, February 26, 2014

Attended "Unlearning Racism in Schools" Faculty/staff competency development workshop. Ochre Court. February 24, 2014

Published commentary in "The Catholic Intellectual Tradition" Salve Regina University. Office of Mission Integration February, 2014.

Nominated for John Robert Gregg Business Education Award, January 2014

Attended conference of Computer Ethics: Philosophical Enquiry Conference. Lisbon, Portugal. July 2, 2013.

Researched paper with Nicholas, R., "Birth of a Nation" submitted for Pell Story in the Public Square at request of Dr. Ludes. May 2013

Attended advising webinar on first generation college students. March, 2013

Center for Teaching and Learning online teaching webinar/roundtable. February, 2013

Selected as a Faculty Fellow for Pell Center for International Relations and Public Policies. December, 2012

Raised \$603 through Sigma Beta Delta fundraiser for Martin Luther King Jr. Community Food Bank. November, 2012

Contracted to revise and update Human Resources Management online interactive graduate course and to create new hybrid undergraduate Management and Organizational Behavior course for Warwick continuing ed. July, 2012

Awarded scholarship for online design course and earned certificate of completion. July, 2012

Awarded Presidential funding for Teaching Professor Conference attendance Washington, D.C. June 2102

IC3, Internet Core and Computing certification, March, 2012

Compensated reviewer for McGraw Hill/Irwin, HRM book "Actionable Human Resource Management" 1e, January, 2012 . in book credits.

M.A. Human Resource Management, 1994
B.S. Biology Cum Laude, 1992

- Honors** Sigma Beta Delta International Honor Society (Business, Mgt., Administration)
Sigma Phi Sigma National Honor Society
Lambda Tau Honor Society
Cum Laude Graduate
Pell Faculty Scholar
- Prior Work**
- Fall 2000 Salve Regina University
Salve Regina University, Co-developed and co-instructed new course in Bioinformatics about researching and understanding databases of medical information and creating relevant charts, presentations and research papers from the data.
- Spring 2000 Salve Regina University, Developed new course for ISS 103 that concentrated on the management of information systems including ethical policies, e-mail usage, VTC applications and managing teleworkers.
- June 1997 - 2009 Salve Regina University, Freshmen/New Student Seminar Advisor
Advising new students of requirements and teaching a course for orientation to University life. Ongoing advising of upper level Business majors.
- June 2000 - 2008 Harbormaster's office, City of Newport, *Assistant*
Maintaining the security and authorized docking at Newport Harbormaster's dock. Creating and updating computer logs for moorings and relevant port documents and informational guide to tourists.
- June 2000 - 2007 Touro Synagogue, *Docent*
Educational lectures at country's oldest synagogue.
- June 1998 - 2002 Rhode Island Small Business Administration
Consultant: Management, Information Technology
Systems analysis for small business owners to help with comprehensive planning in area of personnel management and /or technological advances such as web page development and design.
- July 1992 - August 1999 Assistant Director, Interim Director, University Computer Laboratory (UCL)
Responsible for implementation, maintenance and documentation of the UCL which was defined as five separate facilities. Four of these contained networked computers that I scheduled as classrooms or for independent student study. The fifth was a multimedia training room. Tasks included teaching software applications, interacting with students, faculty, staff and external groups, assisting University users with software problems, scheduling student workers and implementing training programs in software and hardware trouble-shooting proceedings and multimedia set-up for student workers, designing and teaching workshops for outside professional and non-professional groups.
Instructed and guided work/study students in professional office behavior such as preparing technical user guides, proper dress codes, attendance, status reports, helpful and friendly assistance.
Assisted with the transition and installation of token ring and Ethernet laboratories.
Installed software and/or upgrades when needed. Attended workshops and seminars on new software applications.

Sept 1995- Dec 1995 Part-Time Faculty -- Salve Regina University Economics Department
 Taught courses in Economic Geography, an overview of the developed and developing realms of the world, their cultures, politics and economic interactions.

May 1991 - Jul 1992 Academic Computer Laboratory (now University Computer Labs)
 Office Support Coordinator
 Provided ACL maintenance, instructed students, faculty, staff and external groups in various software applications such as WordPerfect and Lotus.
 Attended training sessions in software/hardware and management skills.

Jan 1989 - May 1992 Biology Department -- Laboratory Assistant
 Responsible for the preparation and application of medical technology labs.
 Assisted in workshops and helped students with instructional computer programs.

Summer 1989 Salve Regina University Library -- Library Assistant
 Assisted with the conversion from the Dewey Decimal system to the Library of Congress cataloging system. Utilized Symphony database for the ordering and cataloging of books.

Pre 1989 Various retail experience including managing a bookstore and training employees.

Memberships Newport String Project, Board Member
 Friends of the Waterfront, Board Member
 ALT, Aquidneck Island Land Trust. Conservation and preservation org.
 Newport County Chamber of Commerce

Committee Evaluation Committee 2021 - 2023
 Behavioral Review Board 2011 –present
 Graduate Program Assessment Committee - 2019
 Newman Civic Fellowship selection Committee November 2018.
 Member in Faculty Scholarship Cohort August 2017- May 2018.
 PhD Dissertation committee member-Salve Regina doctoral student 2017- 2018
 Core Review Committee 2015 – 2017
 Alumni 25th Reunion Committee 2017
 Civic Engagement Faculty of Practice Committee 2016 -2017
 PhD Dissertation Chair for Salve Regina doctoral student committee 2015- 2016.
 Curriculum Committee 2012 – 2015
 Executive Committee 2012 - 2013
 Adjunct faculty grad courses and Warwick site and internship coordinator review
 Green Salve committee 2011 -present
 Modern and Classical Language faculty search committee 2011-2012
 Universal Design for Learning 2011- 2012
 Alumni Reunion Weekend Committee 2012
 Datatel Review Committee 2011
 Evaluation committee 2010 -2012
 Elections committee 2010 -2012
 Alumni Fall Festivity committee 2010
 Steering Committee for New Student Seminar 2009 - 20012
 Student of the Year selection committee 2010
 Student Worker of the Year selection committee 2009
 Committee on Long Term Vision of Technology in Education 2008

Committee on Responsible Social Behavior 2007
ILTAC (Information Literacy and Technology Across the Curriculum) 2006-2007
Academic Technology Planning committee 2005- 2007
Writing Across the Curriculum 2003 - 2004
New Student Seminar 2002

- Activities** Faculty Mentor, Men's Basketball Team 2010 – present
Faculty Advisor, Salve Real Estate Club 2023- present
Researching and writing HR issues, Generation Z, civic engagement, experiential learning, benefit corporations, CSR, Millennial generation, e-textbooks, telework, and service learning. U.S and International travel to historic/cultural areas. Giving presentations and attending business and educational conferences.
- Volunteer** Newport String Project, Newport Friends of the Waterfront. (pre-pandemic - Seaman's Church Institute, Touro Synagogue, East Bay Skills Alliance, Junior Achievement (Rogers High School), Child & Family, Lucy Hearth.