

## **Arlene J. Nicholas, Ph.D.**

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<https://www.linkedin.com/in/arlenenicholas/>

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- Current Work** Salve Regina University, Newport, R.I.  
*Associate Professor* Business Studies and Economics Department  
1999-Present Full time faculty
- 2011 - Present *Graduate Director* 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 *Coordinator*, Sports Management Minor
- 2010 - 2015 *Coordinator*, Undergraduate Business Administration Major/Minor
- 2010 - 2011 *Coordinator* 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 - May 2012 Sigma Beta Delta International Business Honor Society *Chapter Advisor*

- Sept 1999 - 2004 Salve Regina University, *Faculty* of Management and Information Systems  
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- Present Salve Regina University, *Faculty*, Graduate online courses and in-class sections  
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
- 1995-2004 *Adjunct Faculty*, Salve Regina University, Information Systems Science  
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**

- “Preferred Learning Methods of Generation Z” (December 2019). Proceedings NBEA) 46<sup>th</sup>  
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) 45<sup>th</sup> 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) 44<sup>th</sup> Conference, Long  
Island, NY.
- “Motivational Factors of Telework.” (July, 2017). In M. Koshrow-Prow (Ed.), *Encyclopedia of  
Information Science and Technology*, 4<sup>th</sup> 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) 43<sup>rd</sup> Conference, West  
Point, NY. November 2016.
- “Internships: Experiential Learning Academic Connections and Assessment” Proceedings  
Northeast Business and Economics Association (NBEA) 42<sup>nd</sup> 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) 41<sup>st</sup> 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 20<sup>th</sup> 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) 39<sup>th</sup> 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 19<sup>th</sup> 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 38<sup>th</sup> 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 37<sup>th</sup> 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**

- November 9, 2019. “Preferred Learning Methods of Generation Z” presented at Northeast Business and Economics Association (NBEA) 46<sup>th</sup> 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) 45<sup>th</sup> 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) 44<sup>th</sup> 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) 43<sup>rd</sup> 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) 42<sup>nd</sup> 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) 41<sup>st</sup> Annual Conference, Monmouth University, West Long Branch, NJ.
- August, 2014. “Systematic ICT surveillance by employers: Are your personal activities private?” 11<sup>th</sup> 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 20<sup>th</sup> 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 39<sup>th</sup> 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 19<sup>th</sup> 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 38<sup>th</sup> 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 40<sup>th</sup> 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**

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) 45<sup>th</sup> 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) 44<sup>th</sup> 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) 41<sup>st</sup> 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, Valletta, 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.  
Raised \$542 through Sigma Beta Delta fundraiser for Martin Luther King Jr. Community Food Bank. November, 2011  
Awarded Mission Mercy Grant for 2011-2012 year for work with underserved clients of Child & Family  
Awarded trip for executive meeting at Sigma Beta Delta headquarters, University of St. Louis, Missouri, September, 2011  
Peer reviewer, The European Conference on Information Systems (ECIS), Aalto University, School of Economics, Helsinki, Finland. January, 2011  
Compensated reviewer for McGraw Hill/Irwin, HRM book chapters "Actionable Human Resource Management" 1e. AHRM 1e, May, 2011  
Organized Sigma Beta Delta committee to encourage students to donate a meal plan dinner for Martin Luther King Community Center "Feed a Friend" program which resulted in a \$515 check awarded. November, 2010  
Chosen as one of five Sigma Beta Delta faculty in the country to receive Leadership Conference Attendance Award. 2010  
Coordinated with Child & Family's Emily Fowler, successful grant of \$60,000 for Home Health Aid Certification of underserved community members entering/re-entering workforce with Salve student's service learning project teaching resume, cover letter and interviewing skills. 2010  
Compensated reviewer for Management textbook. 2010  
Peer reviewer for Journal of Knowledge, Culture and Change Management. 2010  
Microsoft Certified Word Application Specialist. 2009  
Scholarly peer reviewer for Human Technology, An Interdisciplinary Journal on Humans in ICT Environments. 2009  
Created online graduate course in mywebcourse software. 2008  
Raised \$250 through Sigma Beta Delta bake sale for FAWE - Forum for African Women Educationalists. 2007  
Awarded Touro University International Provost Scholarships 2001-2004  
Selected as Graduate Assistant for Business Ethics course for Dr. Steven Gold, Touro University International. 2001- 2004  
Developed and wrote an online MGT300 Business Ethics course for WebCT. 2000  
Initiated interactive videoconferencing prototype program in conjunction with faculty and students in ISS 412 Telecommunications and Distributed Data Processing. Established

interactive communications with South Africa, New Jersey, Russia and Naval Undersea Warfare Center (NUWC). 2000

Increased utilization of hardware and software in the UCL by 30% through enterprising classroom programs. 1997

Realized a 15% saving of fiscal budget during first year of management of the UCL through judicious time management procedures. 1993

Continuously maintained expenditures within allocated budgeting by limiting employment costs through creative optimization of scheduling.

Compiled statistics through SAS software, edited and formatted text and developed extensive experience accessing online libraries worldwide via Internet for doctoral candidate's dissertation.

**Education**     *Touro University International (branch of Touro College N.Y.)*  
 Ph.D. in Business Administration, 2007  
*Salve Regina University*  
 M.S. Information Systems Science, 1996  
 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**    Salve Regina University  
 Fall 2000         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 -     Salve Regina University, Freshmen/New Student Seminar Advisor  
 2009             Advising new students of requirements and teaching a course for orientation to University life. Ongoing advising of upper level Business majors.  
 June 2000 -     Harbormaster's office, City of Newport, *Assistant*  
 2008             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 -     Touro Synagogue, *Docent*  
 2007             Educational lectures at country's oldest synagogue.  
 June 1998 -     Rhode Island Small Business Administration  
 2002             *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 -     Assistant Director, Interim Director, University Computer Laboratory (UCL)

- August 1999 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** ALT, Aquidneck Island Land Trust. Conservation and preservation org.  
 Seaman's Church Institute. Newport, RI  
 Newport County Mentor and Co-op Program NCMCP for aiding island high school students in job/career development  
 Environment Rhode Island. Water and energy conservation org.  
 Friends of the Waterfront. Newport waterfront preservation org.  
 Newport County Chamber of Commerce  
 Touro Synagogue Foundation

**Committee** 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 25<sup>th</sup> 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**      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**      Touro Synagogue, East Bay Skills Alliance, Seamen’s Church Institute, Junior Achievement (Rogers High School), Child & Family, Lucy Hearth.