

KATE M. KAISER

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414-288-7338

kate.kaiser@mu.edu

EDUCATION

PhD 1979	University of Pittsburgh	MIS major, Marketing minor
MBA 1976	Kent State University	Decision Science
BA 1969	Kent State University	Mathematics

ACADEMIC EXPERIENCE

8/88-present	Marquette University	Associate Professor	College of Business
9/06-present	Marquette University	joint appointment in Math, Computer Science, Statistics	
9/03-1/04	University College Dublin	Visiting Professor	Smurfit Graduate School
9/94-5/95	Medical College of Wisconsin	Visiting Professor	Preventive Medicine
1/81-7/88	University of Wisconsin-Milwaukee	Asst/Assoc Professor	School of Business
1/80-8/81	McGill University	Assistant Professor	Faculty of Management
9/79-12/79	Instructor	University of Pittsburgh	Graduate Business
6/75-12/79	Instructor	Robert Morris College	
9/76-7/79	Graduate Assistant	University of Pittsburgh	Graduate Business
9/74-6/76	Graduate Assistant	Kent State University	Administrative Sciences
9/72-6/74	Teacher, 7,8,12 grade	Akron Public Schools	Math, Data Processing

OTHER EXPERIENCE

7/97-8/99	Giga Information Group	Senior Researcher	Year 2000 Team
9/94-8/95	Quad/Graphics	Teamware Coordinator	Information Systems
1/70-8/72	Kent State University	Systems Analyst	Computer Center

REFEREED JOURNAL ARTICLES

Gallagher, K.P., Kaiser, K.M., Beath, C.V., Simon, J., and Goles, T. (2010) The Requisite Variety of Skills for IT Professionals, *Communications of the ACM*, 53(6), 144-148.

Topi, H., Valacich, J. S., Wright, R. T., Kaiser, K. , Nunamaker, J. F., Sipior, J. C., and de Vreede, G. J. (2010) IS 2010: Curriculum Guidelines for Undergraduate Degree Programs in Information Systems, *Communications of the Association for Information Systems*, 26(18).

Topi, H., Valacich, J.S., Wright, R.T., Kaiser, K. M., Nunamaker, J.F., Sipior, J. C., deVreede, G.J., (2008) Revising Undergraduate Model Curriculum: New Outcome Expectations, *Communications of the AIS*, 23(32).

Goles, T., Hawk, S. and Kaiser, K.M., (2008) Information Technology Workforce Skills: The Software and Services Provider Perspective, *IS Frontiers*, 10(12), 179-194. and in (eds.) Hirschheim, R., Heinzl, A., Dibbern, J., (2009) *Information System Outsourcing: Enduring Themes, Global Challenges, and Process Opportunities*.

Topi, H. , Valacich, J.S., Kaiser, K. M., Nunamaker, J.F., Sipior, J. C., deVreede, G.J., Wright, R.T. (2007) Revising the IS Model Curriculum: Rethinking the Approach and the Process, *Communications of the AIS*, 20(45). June 2, 2009 51 full-text downloads since posting 9/3/2008

Simon, J., Kaiser, K.M., Beath, C., Goles, T., Gallagher, K.P., (2007) Information Technology Workforce Skills: Does Size Matter? *Information Systems Management*, 24(4), 345-360.

Bullen, C.V., Abraham, T., Gallagher, K.P., Kaiser, K.M., Simon, J.C., (2007) Changing IT Skills: The Impact of Sourcing Strategies on In-House Capability Requirements, special issue on Offshoring and Outsourcing: The Innovation and its Impact on Electronic Commerce in Organizations in *Journal of Electronic Commerce in Organizations*, 5 (2), 24-46.

Reprinted in: Gupta, A. (ed.) *Outsourcing and Offshoring of Professional Services: Business Optimization in a Global Economy*, IGI Global, Hershey, PA. 2008.

and in Anttiroiko, A. (ed.) *Electronic Government: Concepts, Methodologies, Tools and Applications*, Information Science Reference, Hershey, PA. 2008.

Zwieg, P., Kaiser, K. M., Beath, C.M., Bullen, C. V., Gallagher, K.P., Goles, T., Howland, J., Simon, J. C., Abbott, P., Abraham, T., Carmel, E., Evaristo, R., Hawk, S., Lacity, M., Gallivan, M., Kelly, S., Mooney, J. G., Ranganathan, C., Rottman, J. W., Ryan, R., Wion, R. (2006) The Information Technology Workforce: Trends and Implications 2005-2008, *MIS Quarterly Executive*, 5(2), June, 47-55. *Ranked in fall 2008 as most accessed article by SIM members in the first 6 years of MISQE publication despite that it appeared in year 5.*

Abraham, T., Beath, C., Bullen, C., Gallagher, K., Goles, T., Howland, J., Kaiser, K. M., J., Simon, J. (2006) IT Workforce Trends: Implications for IS Programs, *Communications for the Association for Information Systems*, 17(50), 1147-1170. June 2, 2009 57 full-text downloads since posting 9/20/2008

Adya, M. and Kaiser, K.M. (2005) Early Determinants of Women in the IT Workforce: A Model of Girls' Career Choices, *Information Technology and People*, 18(3), 230-259.

Kaiser, K.M. and Hawk, S. (2004) Evolution of an Offshore Software Development: From Outsourcing to Cosourcing, *MIS Quarterly Executive*, 3(2), 69-81.

Kaiser, K. M. and Ross, J. (1994) Technology Management and Resource Control: An Application of Strategic Contingencies Theory, *Journal of High Technology Management*, 5(2), 299-321.

Cass, K., Heintz, T., and Kaiser, K. M. (1992) An Investigation of Satisfaction when Using GDSS in Dispersed Locations, *Information and Management*, 23(4), 173-182.

Kaiser, K. M. and Srinivasan, A., (1987) Relationship between Organizational Factors and Systems Development *Communications of the ACM*, 30(6), 556-562.

Kaiser, K. M. (1985) Relationship of Cognitive Style to the Derivation of Information Requirements, *Computer Personnel*, 10(2), 2-12.

Kaiser, K. M. and Rosenberger, H. (1985) Strategic Planning for Health Care MIS, *Health Care Management Review* 10(1), 7-17.

Kaiser, K. M. and Srinivasan, A. (1984) The Role of Information Accessibility in Information Requirements Analysis, *Systems Objectives and Solutions*, 4(4), 27-37.

Kaiser, K. M. and Bostrom, R.P. (1982) Personality Characteristics of Solving Centers: An Empirical Study and Action-Research Design, *MIS Quarterly* 6(4), 43-60.

Kaiser, K. M. and Srinivasan, A. (1982) User-Analyst Differences: An Empirical Investigation of Attitudes Related to Systems Development, *Academy of Management Journal*, 25(3), 630-636.

Kaiser, K.M. and W.R. King (1982) Manager-Analyst Interface in Systems Development, with, *MIS Quarterly*, 6(1), 49-59.

Kaiser, K. M., (1981) Use of the First 50 Items of Myers-Briggs Type Instrument as a Surrogate Measure of Form G, *Research in Psychological Type*, 4, 55-61.

REFEREED CHAPTERS

Adya, M. and Kaiser, K.M. (2006) Factors Influencing Girls' Interest In Information Technology Careers, in Trauth, E. (ed.), *Gender and Information Technology Encyclopedia*, Idea Group, 1, 282-288.

Hawk, S. and Kaiser, K.M. (2004) Offshore Software Development Outsourcing, *Encyclopedia of Information Science and Technology*, Idea Group Publishing: Hershey PA, 2174-2179.

Kaiser, K.M. and Hawk, S. (2003) Offshore Software Development: An Alternative for Information Technology Skill Staffing, chapter in (ed.) Igbaria, M., and Shayo, C., *Strategies for Managing IS/IT Personnel*, Idea Group, 213-246.

REFEREED CONFERENCE PROCEEDINGS

Topi, H., Valacich, J.S., Wright, R.T., Kaiser, K. M., Nunamaker, J.F., Sipior, J. C., deVreede, G.J., (2009), IS 2009: Changing the Course for Undergraduate IS Model Curricula, *Proceedings of the International Conference on Information Systems*, December 2009.

Gallagher, K., Kaiser, K.M., Frampton, K., and Gallagher, V.,(2007) Best Practices for Grooming Critical Mid-Level IT Roles, in Lending, D. and Vician, C., (eds.) *Proceedings of SIG-MIS Computer Personnel Research Conference*, St. Louis, April, 15-19.

Bullen, C.V., Goles, T., Kaiser, K.M. (2006) The Impact of Sourcing on the IT Workforce Pipeline, *Proceedings of the Americas Conference on Information Systems*.

Adya, M. and Kaiser, K. M., Perceptions of Information Technology (IT) Careers: An Investigation of Early Determinants of a Continuing Decrease of Women IT Professionals (2003), in *Proceedings of the International Conference on Informatics Education and Research*.

Gallagher, K. P, and Kaiser, K. M., A Model of CASE Tool Adoption and Use for Information Technology Curricula (2002), *Proceedings of the International Conference on Informatics Education and Research*.

Hawk, S. and Kaiser, K.M. An Empirical Study on Recruitment and Retention of IT Personnel (2001), *Proceedings of the Decision Sciences Institute*, 499-501.

Cass, K., Heintz, T., Kaiser, K. M. Using Voice Synchronous GDSS in Dispersed Locations: A Preliminary Analysis of Participant Satisfaction with, *Hawaii International Conference on Systems Science*, January 1991.

Kaiser, K. M., Srinivasan, A. Information Deficiency: Implications for Information Systems Design, *Proceedings of the International Conference on Information Systems*, Boston, December 1981.

Kaiser, K. M., Bostrom, R.P. Personality Differences within Project Teams: Implications for Designing Solving Centers, *Proceedings of ACM SIGCPR 19th Annual Conference*, Washington D.C., June 1981.

Kaiser, K. M., Srinivasan, A. The Relationship of User Attitudes Toward Design Criteria and Information Systems Success, *Proceedings of National AIDS Conference*, Las Vegas, 1980.

Kaiser, K. M., Applying Artificial Intelligence to Strategic Planning, *Proceedings of National AIDS Conference*, October 1978.

Kaiser, K. M., Changes in the Evolution of Marketing Information Systems, *SMIS-UAMIS Conference on IS Development*, Tucson, February 1978.

PAPERS UNDER REVIEW

Kaiser, K.M., Hawk, S., Goles, T., Simon, J., C.M. Beath, Bullen, C.V.,Gallagher, K.P., Abraham, T., Frampton, K., The Information Technology Workforce: A Comparison of Critical Skills of Client and Service Providers, revise and resubmit to *Information Systems Management*, December 2009.

Kaiser, K.M., Goles, T., Hawk, S., Simon, J., Frampton, K., Managers' Perspectives of Information Systems Skills between High and Low-wage Regions: Implications for Global Sourcing, submitted to *Journal of Global Information Management*, October 2010.

NONREFEREED PUBLICATIONS

Das, A., Bharadwaj, S., and Kaiser, K.M. (2011) Managing Customer Relationships in Offshore Outsourcing: A Case Study of an Israeli Consulting Firm *B2Bcs* (Creative Solutions), *Indian School of Business Case Study Journal*; fifth place in Association of Indian Management Schools (AIMS) Case Competition, July 2010.

Goles, T., Hawk, S., Kaiser, K. M. (2007) Information Technology Workforce Capabilities: The Software and Services Provider Perspective, Third International Conference on Information Systems, Heidelberg, Germany.

Kaiser, K. M. (2007) Response to The Defeminization of IT, *Cutter Benchmark Review*, 17(1).

Kaiser, K. M. (2006) Acquiring and Retaining Mainframe Skills: Lessons Learned to Prevent a Crisis, *Cutter Benchmark Review*, 16(12), 5-12.

Kaiser, K.M. and Ryan, T. (eds.), Forty Four Years of Computer Personnel Research: Achievements, Challenges, and the Future, Proceedings of the 2006 SIGMIS Computer Personnel Research Conference, Claremont, California, USA, April 13-15, 2006.

Kaiser, K. M. (1999) *Resolving Year 2000 Issues: Crisis Management* Giga Information Group (now Forrester), Fall.

Kaiser, K. M. (1999) *Resolving Year 2000 Issues: Sustaining Awareness and Communication*, Giga Information Group, April.

Kaiser, K. M. (1998) *Resolving Year 2000 Issues: End-User Computing*, Giga Information Group, October.

Kaiser, K. M. (1998) *Resolving Year 2000 Issues: Vendor Management*, Giga Information Group, March.

Kaiser, K. M. (1995) Groupware, in Kent, A. and Williams, J. (eds.), *Encyclopedia of Computer Science and Technology*, Marcel Dekker, New York, 32, 83-91.

Kaiser, K. M. (1994) Groupware, in Kent, A. and Hall, C.M. (eds.), *Encyclopedia of Library and Information Science*, Marcel Dekker, New York, 54, 203-212.

Kaiser, K. M. (1993) End-User Computing, in Kent, A. and Williams, J. (eds.), *Encyclopedia of Computer Science and Technology*, Marcel Dekker, New York, 28, 123-127.

Kaiser, K.M. and Oppelland, H. J. (1990) *Desktop Information Technology*, Elsevier Science Publishers, Amsterdam.

Kaiser, K. M. and Rivard, E. Importance of Qualitative Benefits to Systems Development with E. Rivard, *Datamation*, Jan. 15, 53-58.

Kaiser, K. M. (1983), DP Career Paths, *Datamation*, 29(12), 178-188.

WORKING PAPERS

Gallagher, K.P., Kaiser, K.M., Goles, T., Hawk, S., Beath, C.M., Simon, J., Martz, W.B. Information Technology Constructs: Towards the Development of Theory, submitted to *Journal of Information Technology*, April 2009.

Kaiser, K.M., Abraham, T., Beath, C. M., Bullen, C.V., Frampton, K., Gallagher, K. P., Goles, T., Hawk, S., Simon, J., (2008) The Information Technology Workforce: IT Provider Trends and Implications 2006-2009, 80-page white paper from which other papers are drawn.

Zwieg, P., Kaiser, K. M. , Beath, C.M., Bullen, C. V., Gallagher, K.P., Goles, T., Howland, J., Simon, J. C., Abbott, P., Abraham. T., Carmel, E., Evaristo, R., Hawk, S., Lacity, M., Gallivan, M., Kelly, S., Mooney, J. G., Ranganathan, C., Rottman, J. W., Ryan, R., Wion, R. (2006) The Information Technology Workforce: Trends and Implications 2005-2008, 50-page white paper from which other papers are drawn.

GRANTS

Keyes College of Business Big Ideas Grant, IT Workforce Collaborative, 2010.

U.S. Department of State, Fulbright Scholar Award, 2007-9, four months in India, Retention of Offshore Software Developers.

Alfred P. Sloan Foundation, Career Development Practices of Offshore Software Development Firms, \$16,000 for travel expenses to Russia (July 2004), India (Bangalore, Mysore, Hyderabad, Nov 2005, Delhi, 2009), Ireland (May 2006)

3M Foundation Vision grant, \$50,000, "The Challenges of Offshore Outsourcing: An Educational Response from Marquette University, 2004-7, with Adya, M., and Corliss, G.

PRESENTATIONS

Global IT Workforce Collaborative Workshop, Association for Computing Machinery Special Interest Group on MIS (ACM –SIG-MIS) Computer Personnel Research Conference, Vancouver, May 2010.

IT Skills: Who Needs What, When, and Where, presented at Royal Melbourne Institute of Technology, Monash University, University of Sydney, University of Auckland, Victoria University, February-March 2010.

Topi, H., Valacich, J.S., Wright, R.T., Kaiser, K. M., Nunamaker, J.F., Sipior, J. C., deVreede, G.J., (2009), IS 2009: Changing the Course for Undergraduate IS Model Curricula, International Conference on Information Systems, panel, December 2009.

Trauth, E., Kaiser, K.M., Connolly, R., and Potter, L.E., Panel-From Human Capital to Knowledge Assets: How Regions Create Competitiveness, Association for Computing Machinery Special Interest Group on MIS (ACM – SIG-MIS) Computer Personnel Research Conference, Limerick, May 2009.

Beise, C., Niederman, F. Robbins, J. and Kaiser, K.M. Panel-The IS Enrollment Crisis: Status and Strategies, Association for Computing Machinery Special Interest Group on MIS (ACM –SIG-MIS) Computer Personnel Research Conference, Limerick, May 2009.

Changing Skills for IT Professionals, Milwaukee JobCamp, March 2009

IT Workforce Research; Client and Provider Skills, Management Development Institute, Gurgaon, India, February 4, 2009.

IT Workforce Research; Client and Provider Skills, University of Louisville, November, 2008.

How to Engage Students in IT-Related Disciplines, University of Louisville, November, 2008.

Topi, H., Kaiser, K. M. and Sipior J. (2007) Introducing a New Way to Revise and Maintain the Undergraduate Information Systems Model Curriculum, Association for Information Systems Special Interest Group on Education (SIG-ED), panel, Dec. 2008, Montreal.

Panelist for Trends in IT Organizations, Wisconsin Digital Government Summit, Madison WI, November 2007.

IT Workforce Skills for Clients and Providers, Jaypee Institute of Technology MBAs, NOIDA, India, November 2007.

Undergraduate and Graduate Education Opportunities in the United States, Vidya Devi Jindal Girls' School, Hisar, India presented with two other Fulbrighters, November 2007.

IT Workforce Skills for Clients and Providers, videoconference from Fulbright House in New Delhi to University of Kashmir MIS, computer science, management, and social services students and faculty, November 2007.

IT Workforce Skills for the Future, Association for Information Technology Professionals, Wisconsin Chapter, September 2007.

Goles, T., Hawk. S., Kaiser, K. M., Capability Needs of IT Providers, International Conference on Outsourcing of Information Systems (ICOIS), Heidelberg, Germany, May 29, 2007, one of 33 invited papers.

Retention Issues of Offshore Outsourcing Firms, New York University-IBM workshop on Global Sourcing, January 26, 2007 at the Center for Digital Economy Research (CeDER) at NYU's Stern School of Business in collaboration with IBM T.J. Watson Research Center, one of 27 invited researchers.

Retention Issues of Global Sourcing, University of Texas-San Antonio, Information Systems Department, September 2006.

Where the Girls Are-NOT! Milwaukee Zonta, September 2006

Offshoring: Opportunities and Challenges, invited panelist, Americas Conference on Information Systems, August, 2006

Bullen, C.V., Goles, T., and Kaiser, K.M. The Impact of Sourcing on the IT Workforce Pipeline, *Americas Conference on Information Systems*, August 2006.

IT Workforce and Offshoring, University of Oulu, Finland, INFWEST two-day doctoral seminar, one of two invited researchers, May 2006

Society for Information Management Wisconsin chapter, IT Workforce Skill Sets, March 2006.

Society for Information Management Academic Workshop IT Workforce panel facilitator, December 2005

Society for Information Management Chicago chapter, IT Workforce Skill Sets, October 2005.

Society for Information Management Academic Workshop Offshoring panel facilitator, December 2004

Crisis in American IS Education: Innovations to Address the Threat of Offshoring, panel moderator and coordinator, International Conference on Information Systems, December 2004.

Society for Information Management SIMposium, Advocacy Offshore Panel, September 2004.

Offshore/Nearshore Software Development: Growth Issues by Region/Country for Information Technology Management and Researchers, panel moderator and coordinator, Americas Conference on Information Systems, New York, August 2004.

Dispersed Group Decision Support Systems, Research Group on Information Systems, Chicago, Sept.1990

Behavioral Research on MIS: Models, Methods, Melange, Invited panel National AIDS, Toronto, Nov. 1984

Relationship of Cognitive Style to the Derivation of Information Requirements, ORSA-TIMS, Nov 1983.

Personality Characteristics of Information Systems Designers, National CAPT-MBTI Conference, Oct. 1979.

PROFESSIONAL SERVICE

Scholarly Service

Women in Engineering, Science and Technology: Education and Career Challenges, (ed. Cater-Steel, A.) Editorial Advisory Board, IGI Group, forthcoming.

Information Systems Management, Editorial Board 2007-present.

MIS Quarterly Executive, Editorial Board, 2001-present

MIS Quarterly, Associate Editor, Special Issue on Offshore Outsourcing 2008

IS Model Curriculum Task Force 2006-2010 -one of 7 invited IT academics on joint ACM, ITAA, AITP, AIS team that determines model IT curriculum used extensively in universities for curriculum design.

Association for Computing Machinery Special Interest Group on MIS (ACM SIG-MIS)
(formerly Computer Personnel Research (ACM SIG-CPR))

Conference Co-Chair 2009

Program Co-Chair 2006

Secretary 1987-92

Vice Chair 1985-87

Session Chair- 1986, 1988, 1992, 1994

Annual conference reviewer 1985 -present

IT Workforce Research Team Coordinator 2005-present

Invited 20 researchers in Phase One to interview 104 IT executives on hiring and skills, Phase Two collected data 2006-7 on IT provider hiring and skills. Core team of 9 meets weekly on conference calls provided by the

Society for Information Management. Agenda and minutes available for each meeting and a list of output. Phase Three data collection will occur summer 2010.

Academy of Management MIS Camp III, San Francisco, August 1990, Collaborative Research Speaker

American Association of Collegiate Schools of Business

MIS Summer Institute-University of Minnesota 1989 guest speaker on Desktop Information Technology

Decision Science Institute (DSI)

National Conference Discussant 1987

Session Chair MIS 1980-82, 1984,1987

Policy and Planning 1979

Referee MIS track papers 1980-82

Midwest Conference MIS Track Chair April 1983

Hawaii International Conference on System Sciences (HICSS) Reviewer

Organizational Decision Support Systems Minitrack 1989

Emerging Technologies Minitrack 1989-90

International Conference on Information Systems (ICIS)

Planning Committee 1984-87,91,92

Discussant 1986

Session Chair 1983,84, 96,97

Panel Chair 1997

Program Committee 1988,90,93,98

Reviewer 2004, 2006

International Federation of Information Processing Working Group 8.2 (IFIP)

Session Chair 1987

Program Chair 1989

Marketing Science Institute, Information Technologies Advisory Group 1987-1990

Reviewer

Academy of Management Journal

Communications of the ACM

Human Systems Management Journal

INFOR Canadian Journal of Information Systems & OR

Information Systems Research

Information Resource Management Journal

Journal of SMET Education

Franklin Watts Publishing

Social Sciences Human Resources Research Grants of Canada

Journal of the Association for Information Systems

MIS Candidate Promotion: Indiana University, New York University, Oakland University

MIS Candidate Promotion Claremont Graduate University, fall 2006

Management Science

MIS Quarterly

MIS Quarterly Executive

Journal of International Business Studies

Journal of Information Management

Journal of Management

Database

Random House

Marquette University

University Committees

-Career Coordinating Council 2010-present

-Global Sourcing Advisory Board 2003-present -joint College of Business, Arts and Sciences, College of Engineering board of IT executives to advise about IT-related curriculum

-Academic Computing Committee 1992-94

-Committee on Faculty Academic Affairs Subcommittee 1991-94, Chair 1993-94

-Computing Services Advisory Committee 1988-90

College of Business Committees

-Promotion and Tenure 2009-2010

-Miles Research Grant 2008-2010

-Strategic Planning 2003-05

-IT Committee 1988-90, 95-97,99-03

- MIS Advisory Board 1988-1994
- Strategic Opportunities Task Forces-Placement Chair 1992
- Health Care Task Force 1992-94

Responsibilities

- IT Internship Director – approve internships, supervise interns, recruit organizations to hire interns, maintain IT listserv with over 200 students to post openings 2-3 times a week typically though seasonal hiring variation, arrange presentations at middle and high schools, SIM meetings, iFair, Marquette classes, reinforce continual placement
- Marquette coordinator of iFair-coordinate Marquette presence of IT/computer science/computer engineering at twice yearly event to middle and high school students raising awareness of IT-related careers alternating at Washington High School and Harley-Davidson
- MIS Tenure-track Recruiting 1988-89, 1996-98, 1999-2001, 2003-04
 - Recruited 6 junior faculty including during leave of absence (1997-99) and sabbatical (2003-04)
 - Solicited applicants, held interviews at ICIS, prepared decision making rankings, managed scheduling for candidates' campus visits
- IT adjunct faculty recruiting-solicited, interviewed, oriented candidates for many courses
- IT course/faculty scheduling 1992-2003, 2004-present -responsible for coordinating IT undergraduate and graduate sections
- Advisor IT student organization 1996-2007
- MBA IT course waiver exam 2002-2007-developed and administered BUAD 205 waiver exam to over 20 students; many more request information and schedule without following through
- MIS Internship Development 1994-internship policies with MIS Advisory Board as College pilot
- Mayor Barrett-Marquette-SIM Intern Day, August 2006. Career Fair for City of Milwaukee interns. Responsible for enrolling ten of 22 corporate exhibits.
- IT Listserv- e-mail distribution list to IT majors routing internships and job openings, curriculum announcements, IT student organization meetings, class information
- Service Learning Program Intro IT coordinator 1994-2003 - arranged project sites for Mana120 sections
- IT alumni database- maintain graduates' e-mail and workplace data
- Kimberly-Clark telecommunications Center tour coordinator 1998-2002

Beta Gamma Sigma induction 2010

Society for Information Management (SIM)

Wisconsin Chapter

- Charter Member
- Academic Liaison 2004-present
- Web Designer 2000-2004
- Secretary 2000-2002
- Publicity Chair 1998
- Workforce Development Committee 1997-98
- Program Committee - member 1986-89, chair 1987-88, 1998-2000

International

Coordinator IT Workforce Research 2005-present

In 2005 I led a group of 20 researchers to conduct 104 interviews of senior IT managers of non-IT organizations to determine changing skills needs. In 2006 ten (mostly from the 20 original researchers but two additions) phase two of the project gathered the similar data from 153 IT service providers.

Issues Advocacy IT Outsourcing e-community facilitator 2003-04

University of Wisconsin-Milwaukee 1981-1988

- | | |
|---|--------------------------------------|
| Library Bibliographer 1987-88 | M.S. Advisor to 28 MIS majors |
| Undergraduate Appeals Committee 1986-87 | MIS Scholarship Committee 1985 |
| MIS Research Seminar Coordinator 1982-84 | Chair - Ph.D. Exam various semesters |
| MBA - Chair Subcommittee for Admissions and Appeals 1982-84 | |
| Institutional Review Board-Protection of Human Subjects 1982-85 | |

McGill University 1980-81

- Graduate Faculty Council
- Computer Committee
- MIS Area Coordinator -5 programs, 16 part-time faculty

Community Service

Goodwill Industries Ability Connection, Business Advisory Council 1997-present, Placement Committee

Milwaukee County Information Technology Council 2003-2007.

Zonta International, Wisconsin District 6.

Archdiocese of Milwaukee

Budget Review Committee 1987-2002

Parish Computer Study Committee 1986

Fox Point Bayside School District

Math Curriculum Committee 1994-95

Parent Advisory Council Stormonth School 1994-97

City of Milwaukee- System Analyst Coordinator Evaluator 1988, Civil Service External Reviewer 1987, 91-93

References and Publications Available upon Request.

PRESS CITATIONS

2010

Thinking Twice About Trends, Lotti, M. *Effect Magazine*, Winter 2010-11
http://www.larsonallen.com/EFFECT/Thinking_Twice_About_Trends.aspx

Rethinking the Future, *Business Journal*, November 18, 2010, 6-7.

2009

The Best Jobs for IT Compensation, Pratt, M., *ComputerWorld*, Nov 16
http://www.computerworld.com/s/article/print/343961/Skills_on_the_Rise?taxonomyName=Careers&taxonomyId=10

Top Ten Tech Skills in Downturn, Marsan, C.D., *PC World*, March 31
http://www.pcworld.com/article/162324/top_10_tech_skills_in_a_downturn.html

Does a Computer Science Degree Matter Anymore? Marsan, C.D., *NetworkWorld*, March 30
<http://www.networkworld.com/news/2009/040609-hot-tech-skills.html>

SIM Study Emphasizes Importance of Skills, Schurr, A., *NetworkWorld*, March 24.
<http://www.networkworld.com/newsletters/itlead/2009/032309itlead1.html?hpg1=bn>

2008

So You Want to Be an IT Major, Hartley, D. *Certification Magazine* September, 2008
<http://www.certmag.com/read.php?in=3563>

Creating a Culture of Performance and Value, Symons, C., Cullen, A., DeGennaro, T., *Forrester Research* January 4, 2008

2007

Eight Ways to Boost Your Career in 08, Pratt, M. K., *ComputerWorld*, December 21, 2007
http://www.computerworld.com/action/article.do?command=viewArticleBasic&taxonomyId=10&articleId=905039&intsrc=hm_topic

Meet Your Future Employee, *ComputerWorld*, Stackpole, B., October 23, 2007
http://www.computerworld.com/action/article.do?command=viewArticleBasic&taxonomyId=10&articleId=904333&intsrc=hm_topic

Turning Our Backs on Tech, Colvin, G., *Fortune*, July 16, 2007
http://money.cnn.com/magazines/fortune/fortune_archive/2007/07/23/100135598/

The Top 12 Skills Employers Can't Say No To, Brandel, M., *Computerworld* July 11, 2007
<http://www.computerworld.com/action/article.do?command=viewArticleBasic&articleId=9026623>

The IT Industry Desperately Needs to Get Cooler, *Wall Street Journal* online, July 9, 2007
<http://blogs.wsj.com/informedreader/2007/07/09/the-it-industry-desperately-needs-to-get-cooler/>

Where Have All the Young Geeks Gone? *CIO*, May 15, 2007
Only available in hard copy

Ideas for Attracting Young People to IT Careers, *CIO*, May 7, 2007
http://www.cio.com/article/107056/Ideas_for_Attracting_Young_People_to_IT_Careers/1

2006

Kids, Step Up. IT is Calling, *In Business*, Dec 2006
[http://www.inbusinessmagazine.com/\\$spindb.query.commentary2.inbiz.183.issue](http://www.inbusinessmagazine.com/$spindb.query.commentary2.inbiz.183.issue)

IT Manager Jobs Are Up 44% in 5 Years. Here's How Not To Get Left Behind In the IT Manager Boom
Chabrow, Eric, *InformationWeek*, Oct 2, 2006
<http://informationweek.com/showArticle.jhtml?articleID=193100560>

SIM IT Work Force Study, CIO Insight Research Central, Sept, 22, 2006
http://blog.eweek.com/blogs/research_central/default.aspx

Building the Perfect IT Person, Rothberg, *eWeek*, August 14, 2006
<http://www.eweek.com/article2/0,1759,2002881,00.asp>

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