

HARVEY G. ENNS
Curriculum Vitae

School of Business Administration
University of Dayton
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Education

University of Western Ontario, London, Ontario, Canada.

Doctor of Philosophy in Business Administration, Management Information Systems (MIS), 2000.
Thesis: Chief Information Officers' Technical Backgrounds, Influence Behaviors, & Outcomes.

University of Minnesota, Minneapolis, Minnesota, USA.

Master of Business Administration, Major (MIS), Minor (Strategy), 1991.

University of Manitoba, Winnipeg, Manitoba, Canada.

Bachelor of Commerce (Honours), Major (MIS), 1985.

University of Winnipeg, Winnipeg, Manitoba, Canada.

Bachelor of Arts, Majors (Administrative Studies & Psychology), 1982.

Administrative and Academic Positions

2013-2022 Associate Dean – Graduate Programs, School of Business Administration, University of Dayton

Responsible for the development, delivery and oversight of graduate programs in the School of Business Administration (SBA). Responsible for coordinating the assurance of learning (AoL) processes for both the MBA and MBA@Dayton programs. Oversaw faculty processes such as: organization of annual Promotion & Tenure and pre-tenure reviews, Summer Research Grant proposal procedure, annual faculty reviews, new faculty orientations, application and reporting of sabbaticals. Organized Leadership Committee and Faculty/Staff meeting agendas. Represented the SBA on various UD groups, such as the Higher Learning Commission Taskforce, Global Education Seminar, Graduate Leadership Council Executive, Graduate Academic and Quality Assurance Subcommittee, and most recently co-chaired the Graduate Academic Program Centrality and Demand Working Group. Highlights of efforts to date include:

- *Oversaw development of the online MBA program with 2U (entitled MBA@Dayton)*
- *Launched four SBA graduate programs between 2017 and 2019*
- *Created the staff organizational structure necessary to support the MBA@Dayton program in conjunction with the MBA program*
- *Created the Graduate Programs Coordinator staff position to support the MPAcc, MFin, and MBAN SBA graduate programs*
- *Implemented changes to the schedule and delivery of courses in the MBA@Dayton program*
- *Facilitated the development of a LexisNexis(LN) partnership that offers an MBA program to LN employees*
- *Oversaw successful HLC Additional Location Visit as part of the UD / LexisNexis MBA Program*
- *Negotiated eight agreements with Youth Moment for the China Start initiative in support of MFin program*
- *Reduced expenses in MBA budget over six consecutive years*
- *Assisted in preparation and successful AACSB Continuous Improvement Reviews (CIRs) in February 2014 and February 2019*
- *Assisted in preparation and successful Higher Learning Commission Accreditation visit in 2018*
- *Oversaw the successful pre-tenure and promotion & tenure reviews of over 50 SBA faculty*
- *Developed MAP agreements between UD Global and the MFin and MBAN programs*
- *Participated in the creation of SBA Promotion Policy for Clinical Faculty, Faculty of Practice, & Lecturers*
- *Refined the SBA's Building Evacuation Plan (BEP)*
- *Successfully co-chaired the Graduate Academic Program Centrality and Demand Working Group which resulted in final reports provided to the University Budget Alignment Steering Committee and with the CSIT Master's Education Assessment Working Group*

2014-Present Professor, MIS, OPS & Supply Chain Management & Business Analytics Dept., University of Dayton
2007-2008 Visiting Associate Professor, School of Business, Trinity College Dublin, Ireland
2006-2014 Associate Professor, MIS, OPS & Supply Chain, & Business Analytics Department, University of Dayton

- Nominated by SBA for University of Dayton Faculty Award in Teaching over three consecutive years (2012-2014)

1999-2006 Assistant Professor, MIS, OPS, & Supply Chain, & Business Analytics Department, University of Dayton
1993-1995 Lecturer in Information Systems, University of Minnesota, Crookston.

Professional Experience

1991-1993 Operations Manager, Palliser Furniture, Fargo, North Dakota.

- Participated in the development and implementation of strategic plans
- Created production plans
- Coordinated distribution of imported and produced finished goods to customers
- Supervised three production control staff

1989 Assistant Plant Manager, Palliser Furniture, Winnipeg, Manitoba.

- Scheduled production of furniture and maintained finished goods inventory
- Coordinated production between three sub-plants
- Supervised one production control employee

1985-88 Production Control Coordinator, Palliser Furniture, Winnipeg, Manitoba.

- Implemented the work-in-process segment of a new manufacturing software package
- Coordinated flow of work-in-process to ensure smooth production of finished goods
- Attained certificate in production and inventory management from the American Production and Inventory Control Society

Publications

Yu, W., Jacobs, M.A., Salisbury, W.D., and Enns, H.G. "The Effects of Supply Chain Integration on Customer Satisfaction and Financial Performance: An Organizational Learning Perspective," *International Journal of Production Economics*, (146:1), November 2013, pp. 346-358.

Ferratt, T. W, Prasad, J., and Enns, H.G., "Synergy and Its Limits in Managing Information Technology Professionals," *Information Systems Research*, (23:4), December 2012, pp. 1175-1194.

Hallinan, K.P., Enns, H.G., Brodrick, P., Lammers, N., Hanus, N., Rembert, M., and Rainsberger, T., "Energy Information Augmented, Community Based Energy Reduction," *Sustainability*, (4:7), 2012, pp. 1371-1396.

Enns, H.G., and McDonagh, J.J., "Irish CIOs' Influence on Technology Innovation & IT-Business Alignment," *Communications of the Association for Information Systems*, (30:1), 2012, pp. 1-10.

Enns, H.G, McFarlin, D.B., and Sweeney, P., "How CIOs Overcome the Competing Values Challenge," *Communications of the Association for Information Systems*, (28:1), 2011, pp. 549-560.

Prasad, J., Enns, H.G, and Ferratt, T.W. "One Size Does Not Fit All: Managing IT Employees Employment Arrangements," *Human Resource Management - Special Issue on Human Resource Management of Information Technology Professionals*, (46:3), Fall 2007, pp. 349-372.

- Enns, H.G., McFarlin, D.B. and Huff, S.L. "How CIO's Can Effectively Use Influence Behaviors," *MIS Quarterly Executive*, (6:1), March 2007, pp. 29-38.
- Enns, H.G., Ferratt, T.W., and Prasad, J. "Beyond Stereotypes of IT Professionals: Implications for IT HR Practices," *Communications of the ACM*, (49:4), April 2006, pp. 105-109.
- Enns, H.G., McFarlin, D.B., "When Executives Successfully Influence Peers: The Role of Target Assessment, Preparation, and Tactics," *Human Resource Management*, (44:3), Fall 2005, pp. 257-278.
- Enns, H.G., McFarlin, D.B., "When Executives Influence Peers: Does Function Matter?," *Human Resource Management*, (42:2), Summer 2003, pp. 125-142.
- Enns, H.G., Huff, S., Golden, B.R., "CIO Influence Behaviors: The Impact of Technical Background," *Information & Management*, (40:5), May, 2003, pp. 467-485.
- Enns, H.G., Huff, S., Higgins, C.A., "CIO Lateral Influence Behaviors: Gaining Peers' Commitment to Strategic Information Systems," *MIS Quarterly*, (27:1), March 2003, pp. 155-176.
- Enns, H.G., Huff, S.L., and Golden, B.R., "How CIOs Obtain Peer Commitment to Strategic IS Proposals: Barriers & Facilitators," *Journal of Strategic Information Systems*, (10:1) March 2001, pp. 3-14.

In Progress

- Enns, H.G., McFarlin, D.B., and Sweeney, P. "Agents of Influence: How Executives Promote Their Ideas Within Top Management Teams"

Other Publications

- Enns, H.G., "Do IT Professionals Need Business Acumen to Build Effective Partnerships," *Academy of Management Executive*, Research Briefs Section (19:2) May 2005, pp. 159-161.
- Enns, H.G. and Huff, S.L., "Internet Development in Mongolia: A Case Study," *Journal of Global Information Technology Management*, (2:3) July 1999, pp. 5-24.

Book Chapters

- Ferratt, T.W., Enns, H.G., and Prasad, J. "Employment Arrangements, Need Profiles, and Gender," in Eileen M. Trauth, Editor, *Encyclopedia of Gender and Information Technology*, Hershey, PA: Idea Group Publishing, April 2006.
- Huff, S.L., Enns, H.G., and Schneberger, S.L., "The Influential CIO: Establishing An IT-Business Partnership," in J. Luftman (ed.), *Competing in the Information Age: Align in the Sand*, second edition, Oxford, UK: Oxford University Press, July 2003, pp. 211-223.

Selected Conference Proceedings and Presentations

- Enns, H.G., Excellence in Course Creation: MBA@Dayton: Redesigning Curricular Structure in Going Online, *2018 2U Symposium*, San Diego CA, March 1, 2018.
- Enns, H.G., Ferratt, T. W., Gallagher, K., and Prasad, J., "Issues in Managing Information Technology (IT) Professionals: A Panel Proposal," In *Proceedings of the 2013 ACM SIGMIS CPR Conference on Computer Personnel Research*, May 2013.
- Enns, H.G., Ferratt, T. W., and Prasad, J., "Too Much of and Less Than a Good Thing: Implications for Managing IT Professionals," In *Proceedings of the 2012 ACM SIGMIS CPR Conference on Computer Personnel Research*, May 2012.
- Enns, H.G., and McDonagh, J. J. "The Impact of CIO Influence Attempts on the Relational Side of ICT-Business Alignment," In *Proceedings of the 16th European Conference on Information Systems* (Golden W, Acton T, Conboy K, van der Heijden H, Tuunainen VK eds.), pp. 2452-2459, Galway, Ireland, June 9-11 2008.

- Salisbury, W. D., Ferratt, T.W., Prasad, J., Hoffer, J.A., and Enns H.G. "Reaching New Heights for MIS: A New Beginning, not the End," *Administrative Sciences Association of Canada - IS Division*, Banff, Alberta, Canada, June 4, 2006.
- Prasad, J., Enns, H.G., and Ferratt, T. W. "IT HRM Practices: Best Practices vs. Configurations," *Proceedings of the 2006 ACM SIGMIS CPR Conference on Computer Personnel Research*, April 2006, pp. 46-49.
- Ferratt, T. W., Enns, H.G., and Prasad, J., "An Empirical Comparison of Direct and Indirect Measures of Person-Organization (P-O) Fit," *Proceedings of the 2005 ACM SIGMIS CPR Conference on Computer Personnel Research*, Atlanta, GA, April 14-16, 2005, pp. 146-148.
- Ferratt, T. W., Enns, H.G., and Prasad, J., "Employment Arrangement Fit for IT Professionals: An Examination of the Importance of Fit Components," *Special Interest Group On MIS Computer Personnel Research*, Tucson, AZ, April 22-24, 2004.
- Enns, H.G., Huff, S.L., and Higgins, C.A., "CIO Lateral Influence Behaviors: Gaining Top Management Peers' Commitment to Strategic Information Systems," *International Conference on Information Systems*, Brisbane, Australia, December 10-13, 2000.
- Enns, H.G., Huff, S.L., and Golden, B.R., "How CIOs Obtain Peer Commitment to Strategic IS Proposals: Barriers & Facilitators," *Australasian Conference on Information Systems*, Brisbane, Australia, December 6-8, 2000. **Co-Winner, Best Paper Award.**
- Enns, H.G., Huff, S.L., and Golden, B.R., "Chief Information Officers' Technical Backgrounds & Influence Behaviors: Competing Perspectives," *Academy of Management Conference*, OCIS Division, Toronto, Canada, August 4-9, 2000.
- Enns, H.G. and Huff, S.L., "Implementation of Information Technology in Developing Countries: Experiences of a Mongolian Internet Service Provider," *Hawaii International Conference on System Sciences*, January 5-8, 1999.
- Enns, H.G., Murray, E.J., and Huff, S.L., "Shared Understanding Between IS and Business Executives," *Proceedings, Administrative Sciences Association of Canada Conference*, St. John's, Newfoundland, May31-June 3, 1997. **Honourable Mention, Best Paper Award, Information Systems Division**, 12-23.

Other Research Recognition

"Managing with Clout." A Tactics section article in *CIO Insight* by Anne Field (June, 2001). Cites research performed by Enns, H.G.

"Technical Skills, People Skills: It's Not Either/Or." An "Intelligence" section article in *Sloan Management Review* by Mary Kwak (Spring, 2001, p. 16). Cites research performed by Enns, Huff, Higgins, & Golden.

Select Review Activities

- MIS Quarterly, 2006, 2007, 2009, 2010
 - Information Systems Research, 2003, 2006
 - Information & Management, 2013
 - *DATA BASE*, 2009
 - *DATA BASE* Special Issue on Re-Searching: Paradigmatic Extensions of Existing Theory, 2004
 - *DATA BASE* Special Issue on the Evolution of the CIO Role, 2001
 - Journal of Strategic Information Systems, 2004, 2010, 2011
 - European Journal of Information Systems, (two papers) 2008, (two papers) 2009, 2010, (two papers) 2011,
- 2012
- Communications of the Association for Information Systems (two papers) 2012
 - MIS Quarterly Executive, 2008
 - Communications of the ACM (two papers), 2006
 - Information Systems Management, 2008
 - Organization Science Special Issue on Corporate Governance, 2006
 - IEEE Transactions on Engineering Management, 2004
 - Journal of Information Science and Technology, 2003

- Journal of International Business, 1997-1999
- Associate Editor - International Conference on Information Systems 2012, *Human Behavior in IT Use & Adoption*
- Associate Editor - International Conference on Information Systems 2011 – *Organizational Theory, Strategy, & IS*
- Associate Editor - International Conference on Information Systems 2010 – *Human Behavior and IT* track
- Associate Editor - International Conference on Information Systems 2007 – *Diversity in Info. Systems* track
- Associate Editor - International Conference on Information Systems 2006 - *Underserved Communities* track
- International Conference on Information Systems 1998, 2000, 2002, 2003, 2004, 2005, & 2012
- Association for Computing Machinery (SIGMIS CPR) Conference – 2005, 2006, & 2012
- Association for Information Systems Conference 1997-1998, 2010
- Administrative Sciences Association of Canada Conference (IS Division) 1997, 2006

Case Development & Teaching Materials

Parent, M. and Enns, H.G., “CERNET: Managing Internet Growth in China,” Richard Ivey School of Business Case and Publication Services, No. 9-98-E001, 1998.

Enns, H.G. and Huff, S.L., “Datacom: The Internet in Mongolia,” Registered with Richard Ivey School of Business Case and Publication Services, No. 9-97-E011, Teaching Note No. 8-97-E011, 1997.

Enns, H.G. and Huff, S.L., “JOBNET: Finding a Job Through the Internet,” Registered with Richard Ivey School of Business Case and Publication Services, No. 9-96-E005, Teaching Note No. 8-96-E005, 1996.

Courses Taught Recently

2023-Present	MIS 301 – Management Information Systems – Undergraduate
2012-Present	MBA 794 Information Systems and Business Decision Making - Graduate
2004-2011	MBA 560 Information Technology & Systems – Graduate
2002-2012	MIS 465 MIS Project I – Analysis and Design in Teams – Undergraduate
2003-2013	MIS 475 MIS Project II – Design and Implementation in Teams – Undergraduate
2009-2011	MBA 693 Managing Information & People in Organizations – Graduate
2008	MBA Managing Information Technology – Graduate - Trinity College, Dublin
2007-2008	BU 1510 Introduction to Organization and Management – Undergraduate –Trinity College, Dublin
1999-2011	MIS 301 – Management Information Systems – Undergraduate

Honours and Awards

2023	University of Dayton, <u>SBA</u> - Summer Faculty Fellowship
2014	SBA Nominee for University of Dayton Faculty Award in Teaching
2013	SBA Nominee for University of Dayton Faculty Award in Teaching
2012	SBA Nominee for University of Dayton Faculty Award in Teaching
2001-07, 10-12	University of Dayton, <u>SBA</u> - Summer Faculty Fellowship
2001-05, 10	University of Dayton Summer Research Fellowship
2007	Extra-Outstanding Associate Editor, ICIS 2007
2000	Australasian Conference on Information Systems, Co-winner, Best paper award (co-authored)
1999	Association for Computing Machinery SIGCPR Conference, Doctoral Scholarship
1998	International Conference on Information Systems - Doctoral Consortium
1998-99	Social Sciences and Humanities Council of Canada Doctoral Fellowship
1998-99	Graduate Tuition Scholarship, the University of Western Ontario
1997-98	Province of Ontario Graduate Scholarship.
1997	Administrative Sciences Association of Canada - Honourable Mention, Best Paper Award, Information Systems Division (co-authored)
1995-97	Richard Ivey School of Business Doctoral Grant (awarded competitively).

Select Service Activities

2023-Present	Chair, MIS Faculty Committee
2023-Present	Member, SBA Faculty Affairs Committee

2021-2022 Chair, MBA Taskforce
 2021-2022 Co-Chair, Graduate Program Centrality and Demand Working Group
 2020-2022 Member, Graduate Program Centrality and Demand Working Group
 2012-2017 Associate Editor, *Communications of the Association for Information Systems*
 2008-Present Member, MIS, OPS Management, & Decision Sciences P & T Committee
 2008-2013 MIS Club Advisor
 2002-2013 Course Coordinator, MIS 465/475
 2011 Session Chair, International Conference on IS, Organizational Theory, Strategy, and IS Track
 2010 Session Chair, International Conference on Information Systems, HR & IT Track
 2009-2011 Chair, SBA Undergraduate Committee
 2009 Member, Dean's MBA Taskforce
 2007 Discussant, International Conference on Information Systems
 2006-07 Chair, SBA Undergraduate Committee
 2005-09 Chair, MIS Curriculum Review Committee
 2005-06 Member, SBA Dean's Undergraduate Core Curriculum Task Force Committee
 2004 Discussant, International Conference on Information Systems
 2001 Assessed international IS integration in MIS 301 for AACSB reaffirmation
 2000-03, 06 Member, MIS, Ops Management & Decision Sciences Search Committee
 2000-02 Member, School of Business Integrated Business Curriculum Committee
 1999-2009 Course Coordinator, MIS 365/301
 1998 Session Chair, Association for Information Systems Conference.
 1997-98 Ph. D. Association President, Richard Ivey School of Business.
 1993-95 Member, Management Division Lecturer Search Committees, University of Minnesota, Crookston