

Peeter J. Kirs
Department Information and Decision Sciences
University of Texas at El Paso
El Paso, TX 79968-0506
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1. EDUCATION:

- Ph.D. State University of N.Y. at Buffalo, 1987
Major Area: Management Information Systems
Minor Areas: Management Science, Computer Science
- M.B.A. State University of New York at Buffalo, 1982
Major Area: Management Systems
- M.A. Seton Hall University, South Orange, NJ 1976
Major Area: Rehabilitation Counseling
- B.A. State University of New York at Buffalo, 1973
Major Area: Psychology
- B.S. State University of New York at Buffalo, 1973
Major Area: Occupational Therapy

2. EXPERIENCE:

- 1994 - Associate Professor of Information and Decision Sciences
Present The University of Texas at El Paso, El Paso, Texas
El Paso, TX 79968-0506
- 1999 – Director of IT
2000 College of Business Administration
The University of Texas at El Paso, El Paso, Texas

1998 – Dir. of Dist. Learning
2000 College of Business Administration
The University of Texas at El Paso, El Paso, Texas

2000 – Visiting Assoc. Prof.
2001 The University of Texas at Arlington, Arlington, TX
Department Information Systems and Management Sciences
College of Business
Arlington, TX 79968-0506

1987 – Assistant Professor
1994 Florida International University, Miami, FL
Department of Decision Sciences & Information Systems

1983 – Assistant Professor
1987 Canisius College, Buffalo, NY
Department of Management and Marketing
Department of Management Information Systems (Joint)

1982 – Instructor
1983 State University of New York at Buffalo, Buffalo, NY
Department of Management Science and Systems

1980 – Graduate Assistant
1981 State University of New York at Buffalo, Buffalo, NY
Department of Management Science and Systems

3. PUBLICATIONS/PROCEEDINGS:

LEGEND: DB = Discipline-Based / CP = Contributions to Practice / LP = Learning and Pedagogical Research / PR = Peer Reviewed / NPR = Not Peer Reviewed

BOOKS/BOOK CHAPTERS:

- DB NPR K. Bagchi, R. Cerveny, and P. Kirs. "Data Warehousing". In Wiley Encyclopedia of Electrical and Electronics Engineering. To be published in 2007.
- DB PR K. Bagchi, P. Kirs and G. Udo. "A comparison of factors impacting ICT Growth Rates in Developing and Industrialized Countries". In IFIP International Federation for Information Processing, Volume 208, Social Inclusion: Societal and Organizational Implications for Information Systems, eds. Trauth, E., Howcroft, D., Butler, T., Fitzgerald, B., DeGross, J. (Boston, Springer), 2006, pp. 37- 50.
- DB PR Kirs, P. J. "New Era Video, Inc.: A Case study of Entrepreneurship in Hypermedia Computing," in Multimedia Computing", in Reisman, S. (ed) Multimedia Computing: Preparing for the 21st Century, Harrisburg, PA: Idea Group Publish Group. (1994): 401-446. With Elam, J.J., and Walters, G.

JOURNAL ARTICLES:

- DB PR K. Bagchi, G. Udo and P. Kirs. "Global Diffusion of the Internet XI: The Internet growth in Africa: Some Empirical Results". Communications of the AIS, 19 , 2007, pp. 325 – 351.
- DB PR K. Bagchi, P. Kirs and R. Cerveny. "Global Software Piracy: Can Economic Factors alone explain the trend?" Communications of the ACM, 46 (6), June 2006, 70 – 75
- DB PR Kirs, P. J., Kroeck, K.G. and Pflughoeft, K.A. "Cognitive biasing effects in information systems: Implications for linking read world information with

human judgment." Information & Management 38(3) (January 2001): 153 – 166.

- DB PR Kirs, P. J. "Security versus Accuracy in Statistical Databases: The Case for the Multiplicative Fixed Data Perturbation Approach." Management Science 41(9) (September 1995): 1549-1564. With Muralidhar and K., Batra, D.
- LP PR Kirs, P. J. "A role playing approach to the instruction of systems analysis and design." Journal of Education in Business 69(9) (July/August 1994): 317-325.
- DB PR Kirs, P. J. "Antecedents and Performance Implications of Alignment between Organizational Critical Success Factors and Information Technology Capability." Decision Sciences, 25(2) (March/April 1994): 301-330. With Sabherwal, R.
- DB PR Kirs, P. J. "The Quality of data representations developed by novice designers: An experimental study." The Journal of Database Management 4(4) (fall 1993): 17- 29. With Batra, D
- DB PR Kirs, P. J. "Efectos Cognoscitivos Sesgados en Sistemas de Informacion y Toma de Decision." Revista de Psicologia General y Aplicada (July 1993): 267-274. With Mandakovic, T., Kroeck, K.G. & Araceli, M
- DB PR Kirs, P. J. "An experimental validation of the Gorry and Scott Morton framework." Management Information Systems Quarterly 13(2) (June 1989): 183-197. With Sanders, G.L., Cerveney, R.P., Robey, D
- DB PR Kirs, P. J. "Why software prototyping works." Datamation (Aug 1987): 97-103. With Cerveney, R.P, Garrity, E.J., Hunt, R.G., Sanders, G.L., Sipior, J.C.
- DB PR Kirs, P. J. "Acceptance of Management Science Recommendations: The role of cognitive styles and dogmatism." Information and Management 10(3) (1986): 141- 147. With Chandrasekaren, G.K

DB PR Kirs, P. J. "Neuromotor and neuropsychological manifestations of "total therapy" in children with Acute Lymphoblastic Leukemia (ALL)." Cancer Treatment Reviews (4) (1980): 84-94. With Herman, R.M

ARTICLES UNDER REVIEW:

DB PR G. Udo, K. Bagchi, and P. Kirs "Diffusion of ICT in developing countries: A four nation differential analysis". Under review at The Journal of Global Information Technology

DB PR K. Bagchi and P. Kirs. "The impact of trust and trust erosion on the diffusion of Information and Communication Technology and related phenomenon". Under review at The Journal of Management Information Systems.

DB PR Kirs, P. J. "The impact of Price on Cell Phone and Telephone Diffusion in Four Groups of Nations". Presently under review at Information and Management. With Bagchi, K., and Lopez, F.

EDITORSHIP OF JOURNALS: None

PROCEEDINGS/PRESENTATIONS AT SEMINARS, CONVENTIONS, MEETINGS:

DB PR K. Bagchi, P. Kirs and Tang., Z. The influence of Globalization and Culture on ICT Expenditures. Proceedings of the Decision Sciences Institute Annual Meeting, San Antonio, TX, 2006, pp. 28261- 286266.

DB PR K. Bagchi, and P. Kirs. The impact of trust on information and communication technology-related diffusion. Proceedings of the 2006 Academy of Management Meeting, Atlanta, Ga., August 2006.

DB PR G. Udo, K. Bagchi, and P. Kirs. Differences in ICT Adoption in comparable developing countries. Proceedings of the Americas Conference on Information Systems, Acapulco, Mexico, August 2006.

- DB PR Bagchi, K, Kirs, P. and Udo, G. (2005). "An Empirical Analysis of the Factors Impacting eEnvironment Infrastructure and Use," Proceedings of DSI 2005, San Francisco, California.
- DB PR Bagchi, K., Udo, G. and Kirs, P. (2005) "Does Social contagion theory explain the software piracy growth?" Proceedings of the GITM Conference, Alaska, 2005.
- DB PR Bagchi, K., Kirs, P. and Udo, G. "Factors Affecting the Price Impact on IT Expenditure Growth: An Empirical Study of Developed and Developing Nations". Proceedings of the ISOneWorld (2005) Conference, Las Vegas, Nevada, March, 2005.
- DB PR Starner, J.W. and Kirs, P.J. "Joins on Interval Data Type Columns in Relational Databases". Published in The Proceeding of the 2004 National Conference of the Decision Sciences Institute (DSI), Boston, MA, (2004).
- DB PR Ambrus, A. and Kirs, P. J. "Knowledge Management in Supply-Chain Management." Proceedings of the 2002 Decision Sciences Institute Annual Meeting, Washington, DC, (2003).
- DB PR Bagchi, K., Kirs, P.J. and Lopez, F. "The Impact of Price on Cell phone and Telephone Diffusions in Four Groups of Nations." Proceedings of the Decision Sciences Institute 34th Annual Meeting, Washington, DC, 2003, (submission #256, 1-6).
- DB PR Udo, G. and Kirs, P. J. "Information Technology Adoption Decision Analysis Using AHP." Proceedings of the 2002 Decision Sciences Institute Annual Meeting, San Diego, CA, (Nov. 2002), 23-26.
- DB PR Kirs, P., Udo, G., and López, F.J. "An AHP Approach to Rating IS Journals", 33rd Annual Meeting of the Decision Sciences Institute, San Diego, CA, November 23-26, 2002.

- DB PR Mykatyn, K., Mykytyn, P. and Kirs, P. J. "Intellectual Property and E-Commerce: What You Don't Know Can Hurt You." Proceedings of the Annual Conference of the Decision Sciences Institute, San Francisco, CA, (2001).
- DB PR Starner, J., Kirs, P.J, and Pflughoeft, K.A. "An analysis of Joining Interval Databases" *Proceedings of Western DSI Conference*, Houston, TX, 1999
- DB PR Pflughoeft, K.A., and Kirs, P.J. "Implementing Corporate and University Training Partnerships: The benefits and Challenges" *Proceedings of the Annual Decision Sciences Institute*, Las Vegas, 1998.
- DB PR Kirs, P.J., Torkzadeh, R., and Duke, T. "Analyzing Curriculum Impacts: A Process Model and Illustrative Application" *Proceedings of the Annual Decision Sciences Institute*, Las Vegas, 1998.
- DB PR Starner, J., Kirs, P.J, and Pflughoeft, K.A. "A Brief Overview and Illustrative Application of Interval Databases", *Proceedings of the Americas Conference on Information Systems*, Baltimore, MD, 1998
- DB PR Kirs, P.J., Kroeck, K.G., and Pflughoeft, K.A. "Cognitive biasing effects in information systems". *Proceedings of the Annual Decision Sciences Institute*, Orlando, FL, November 1996.
- DB NPR Kirs, P. J. "Managing Information Technology in the 1990's." The Meeting of the Young Presidential Committee, The University of Texas at El Paso, El Paso, TX, Nov. 1995.
- DB PR Kirs, P.J., Muralidhar, K., and Pflughoeft, K. "An Analysis of Bivariate Perturbation Approaches for Statistical Databases". *The Proceedings of the Americas Conference on Information Systems*, Phoenix, AZ, August 1996, pp. 362-364.
- DB PR Kirs, P.J., Muralidhar, K., and Pflughoeft, K. "A Bivariate Analysis of the Fixed Data Perturbation Approach for Statistical Databases". *The*

Proceedings of the 1996 Western Decision Sciences Institute's Annual Meeting, Seattle, WA, April 1996.

- DB PR Kroeck, K.G., Lowe, K., Kirs, P.J., and Subramanian, N. "Responses to different types of behavior: The effect of work related and intrinsic demographic variables." *Proceedings of the National Academy of Management Conference*, Vancouver, Canada, August 1995.
- DB PR Kirs, P.J., Muralidhar, K., and Vijayasathy, L. "Assessing Journal Criteria: An AHP Evaluation". Forthcoming in *Proceedings of the Annual Decision Sciences Institute*, Honolulu, Hawaii, 1994.
- DB PR Kirs, P.J., and Marakas, G.M. "A Keyword Analysis of MIS Journal Articles". *Proceedings of the Annual Decision Sciences Institute*, Honolulu, Hawaii, 1994.
- DB PR Ruf, B., Muralidhar, K., and Kirs, P.J. "A measurement and inter-country comparison of corporate environmental performance." Forthcoming in *Proceedings of the Annual Decision Sciences Institute*, Honolulu, Hawaii, 1994.
- DB PR Muralidhar, K., Ruf, B., and Kirs, P.J. "Assessing Corporate Social Performance". *The Proceedings of the TIMS XXXII Annual Conference*.
- DB PR Ruf, B., Kirs, P.J., Harry, A. "A Preliminary Investigation of Synchronous and Asynchronous Communication Media on Group Decision Making". *Proceedings of the Annual Decision Sciences Institute*, Washington, D.C., 1993
- DB PR Muralidhar, K., Kirs, P.J., and Sarathy, R. "Statistical Tests of Variance in GDSS Research". *Proceedings of the Annual Decision Sciences Institute*, Washington, D.C., 1993
- DB PR Vijayasathy, L.R., and Kirs, P.J. "Training Methods and Learning Performance: A Comparison of Exploration-Based and Instruction-Based

Training Strategies on Novice Users' Learning of Computer Software". *Proceedings of the Annual Decision Sciences Institute*, Washington, D.C., 1993

- DB PR Muralidhar, K., Batra, D., and Kirs, P.J. "Statistical Database Security Approaches for Organizational Databases: Research Considerations in Fixed Data Perturbation". *Proceedings of the Annual Decision Sciences Institute*, Washington, D.C., 1993
- DB NPR Kirs, P. J. "Publishing in Information Systems." The 1991 Florida Information Systems (FLORIS) Conference, Tampa, FL
- DB NPR Kirs, P. J. "Developing Information Systems: Past Findings and Some Empirical Results." Invited presentation given at Tallinn Technical University, Tallinn, Estonia SSR, July 1990.
- DB PR Batra, D., and Kirs, P.J. "A comparison of user performance between data abstraction the Entity Relationship models". *Proceedings of the 11th Annual International Conference on Information Systems*, Copenhagen, Denmark, December 1990, pp.
- DB PR Kirs, P.J., Volonino, L. Cognitive Strategy: A Research Perspective for DSS/GDSS Design. *Proceedings of the 22nd Annual Hawaii International Conference on System Sciences*, vol. 4, IEEE: Kona, Hawaii, 1989, 417-418.
- DB PR Kroeck, K.G., Kirs, P.J., Fiedler, A.M. Cognitive biasing effects in information systems: Implications for linking real world information with human judgment. *Proceedings of the 22nd Annual Hawaii International Conference on System Sciences*, vol. 4, IEEE: Kona, Hawaii, 1989, 517-524.
- DB PR Kirs, P.J. A role playing approach to systems analysis and design. *Proceedings of the Annual Decision Sciences Institute*, Las Vegas, 1988, Vol. 1, 1-3 (*Winner*, Innovations in teaching competition). A summary of this article appears in *Decision Line*, July 1989.

- DB NPR Kirs, P. J. "A role playing approach to systems analysis and design."
Presented at The FIU Department of Decision Sciences and Information
Systems Ph.D. Seminar Series, Miami, Fl., 1988.
- DB PR Volonino, L., Kirs, P.J. An investigation of performance and rationality in
multi-criteria decision making. *Proceedings of the 21st Annual Hawaii
International Conference on System Sciences*, Kona, Hawaii, 1988, Vol. III,
10-18.

DOCUMENTED PRACTICE SOFTWARE DEVELOPMENT: None

OTHER PUBLICATIONS:

Non-Refereed Publications

- LP NPR Kirs, P.J. "A role-playing approach to teaching systems analysis and
design" *Decision Line* (20:4), July 1989.
- DB NPR Kirs, P.J., and Pflughoeft, K.A. "NAFTA and Over/Under Invoicing
Practices". Technical Report. Submitted to *The Center for Western
Hemispheric Trade*, in accordance with the grant awarded. February, 1996.
- DB NPR Kirs, P.J., and Pflughoeft, K.A. "A hypertext database for NAFTA related
data". Technical Report. Submitted to *The Center for Western Hemispheric
Trade*, in accordance with the grant awarded. February, 1996.

RESEARCH AWARDS:

- DB PR UTEP/COBA Best Research Article Award. 1995

4. GRANTS/REPORTS FROM SPONSORED RESEARCH:

College of Business Summer Research Grant (2006) \$5,000.

National Science Foundation (NSF). Research Grant for "CORA: Content Representation Assessment". With Louise Guthrie (2000). \$75,000.

Center for Western Hemispheric Trade. Research Grant for "COCLISA: A Case study in the use of Intranet Communications Systems". With Laura Hall and Terry Duke. (1998) \$18,000

University Research Institute, The University of Texas at El Paso, 1995. Research Grant for "A Bivariate Analysis of the Fixed Data Perturbation Approach for Statistical Databases". With Kurt Pflughoeft. \$500.

Center for Western Hemispheric Trade, 1995. Research Grant for "NAFTA and Over/Under Invoicing Practices". With Kurt Pflughoeft. \$39,101.

Center for Western Hemispheric Trade, 1995. Research Grant for "A hypertext database for NAFTA related data". With Kurt Pflughoeft. \$48,850.

FIU Vice Provost's Equipment Upgrade Grant, 1990. \$3,000

NCNB Research Grant, 1989. To support summer research on use of critical success factors. \$7,500.

FIU Provost's Research Grant, 1989. Research Grant for "On how a university's critical success factors influence its information systems strategy". With Rajiv Sabherwal. Later published as "Antecedents and Performance Implications of Alignment between Organizational Critical Success Factors and Information Technology Capability". Decision Sciences, March/April 1994, 25(2), pp. 301-330. \$22,854.

FIU Vice Provost's Equipment Grant, 1989. \$3,000.

FIU Vice Provost's Equipment Upgrade Grant 1989. \$300.

5. TEACHING:

COURSES TAUGHT:

Ph.D.	Seminar in Decision Support Systems	FIU
	Seminar in Systems Analysis and Design	Co-Taught (FIU)
	Seminar in IS Research	Co-Taught (FIU)

Masters	Decision Support and Expert Systems (see http://www.pkirs.utep.edu or http://www.pkirs.utep.edu/CIS5394 for outline)	MBA (UTEP)
	Management Information Systems (see http://www.pkirs.utep.edu or http://www.pkirs.utep.edu/CIS5311 for outline)	MBA (UTEP)
	Organizational Information Systems	MBA (FIU/Motorola)
	Data Structures & File Organization	Mid-Level MS (FIU)
	Systems Analysis	Lower/Mid-Level MS (FIU)
	Systems Design	Upper-Level MS (FIU)
	Systems Analysis & Design see http://www.pkirs.utep.edu or http://www.pkirs.utep.edu/MIT5312 for outline)	MIT Program (UTEP)
	Database Applications (see http://calc.utep.edu/pkirs or http://calc.utep.edu/pkirs/MIT5314 for outline)	MIT Program (UTEP)
	Computers In Business	Introductory MBA (Canisius)
	Productions and Operations Management	Upper Level MBA (Canisius)
	Quantitative Methods & Computers	Introductory MBA (SUNYAB)
	Analytic Methods of Planning	Mid-Level MBA (SUNYAB)
	Undergraduate	Introduction to Information Systems see http://www.pkirs.utep.edu or http://www.pkirs.utep.edu/CIS3345 for outline)
Data Structures in C/C++ see http://www.pkirs.utep.edu or http://www.pkirs.utep.edu/CIS3355 for outline)		Jun/Sen Level (UTEP)
Database Applications see http://www.pkirs.utep.edu or http://www.pkirs.utep.edu/CIS4365 for outline)		Jun/Sen Level (UTA, FIU, UTEP)
Advanced Database Applications		Sen Level (UTEP)

	see http://www.pkirs.utep.edu or http://www.pkirs.utep.edu/CIS4368 for outline)	
	Expert Systems and Decision Support see http://www.pkirs.utep.edu or http://www.pkirs.utep.edu/CIS4330 for outline)	Jun/Sen Level (UTEP)
	COBOL Programming see http://www.pkirs.utep.edu or http://www.pkirs.utep.edu/CIS2335 for outline)	Junior Level (UTEP)
	Computer Concepts for Business	Fresh/Soph Level (Canisius)
	Systems Analysis & Design	Senior Level (FIU, UTA)
	Systems Analysis & Design I	Junior Level (Canisius)
	Systems Analysis & Design II	Senior Level (Canisius)
	Productions and Operations Management	Senior Level (Canisius)
	Managerial Decision Making	Junior Level (Canisius)
	Productions and Operations Management	Junior Level (SUNYAB)
	Management Information Systems	Junior Level (SUNYAB)
	Planning and Control	Senior Level (SUNYAB)
Credit Free	Information Systems	Assist. Youth In Math & Sci. (FIU)
	Introduction to dBASE III Programming	Ctr. for Mgt. Devel. (SUNYAB)
	BASIC Programming	Ctr, for Mgt. Devel. (SUNYAB)
	COBOL Programming	Ctr, for Mgt. Devel. (SUNYAB)

NEW COURSE CREATION:

Ph.D.	Seminar in Decision Support Systems	FIU
Masters	Systems Analysis	Lower/Mid-Level MS (FIU)
	Systems Design	Upper-Level MS (FIU)
Undergrad.	Advanced Database Applications see http://www.pkirs.utep.edu or http://www.pkirs.utep.edu/CIS4368 for outline)	Sen Level (UTEP)
	Systems Analysis & Design I	Junior Level (Canisius)
	Systems Analysis & Design II	Senior Level (Canisius)
Credit Free	Introduction to dBASE III Programming	Ctr. for Mgt. Devel. (FIU)

Courses Converted to Web-Based

Masters	Systems Analysis & Design see http://www.pkirs.utep.edu or http://www.pkirs.utep.edu/MIT5312 for outline)	MIT Program (UTEP)
	Database Applications (see http://calc.utep.edu/pkirs or http://calc.utep.edu/pkirs/MIT5314 for outline)	MIT Program (UTEP)
Undergraduate	Introduction to Information Systems see http://www.pkirs.utep.edu or http://www.pkirs.utep.edu/CIS3345 for outline)	Soph. Level (UTEP)

Data Structures in C/C++ Jun/Sen Level (UTEP)
see <http://www.pkirs.utep.edu> or
<http://www.pkirs.utep.edu/CIS3355> for outline)

Database Applications Jun/Sen Level (UTA,
UTEP)
see <http://www.pkirs.utep.edu> or
<http://www.pkirs.utep.edu/CIS4365> for outline)

Advanced Database Applications Sen Level (UTEP)
see <http://www.pkirs.utep.edu> or
<http://www.pkirs.utep.edu/CIS4368> for outline)

Expert Systems and Decision Support Jun/Sen Level
(UTEP)
see <http://www.pkirs.utep.edu> or
<http://www.pkirs.utep.edu/CIS4330> for outline

EXECUTIVE EDUCATION COURSE CREATION: None

DISSERTATIONS/THESES CHAIRED:

Masters Eva Ambrus, "An Integrative Framework for an Enterprise-Wide Information and Knowledge Management System". MIT Thesis, 2004.

Yehia Ibrahim, MIT Thesis, 2004.

Francisco Galindo. MIT Thesis, Ongoing.

DISSERTATIONS/THESES COMMITTEES:

Independent Studies/Theses/ Dissertations

Ph.D. (Committee Member) Vijayasathy, L. "Consequences of Interorganizational Information Systems: An Empirical Verification of the Effects of EDI Use on Interorganizational Relationships in the Retail Industry". Florida International University, Department of Decision Sciences and Information Systems. Dissertation Defended

September, 1994. Presently Associate Professor, Colorado State University.

Masters	UTEP	Total: 26	1994 -
	FIU	Total : 24	1987 - 1994
UnderGrad.	UTEP	Total: 14	1994 -
	FIU	Total: 32	1987 – 1994

TEACHING AWARDS:

- FIU Excellence in Instruction Award, 1990
- Winner, National DSI Innovations in Teaching Competition, 1988
- Honorary Chapter, Alpha Iota Delta, 1988
- Highest Faculty Evaluation, School of Business Administration, SUNYAB, 1988

6. SERVICE:

ACADEMIC OR PROFESSIONAL ORGANIZATIONS: None

UNIVERSITY:

COBA Dean Selection Committee	UTEP	2005
Faculty Senator	UTEP	2001 – 2003
Academic Advisory Committee MBA Online Prog.	UTSystem	1998 – 2000
Faculty Senate (Alternate)	UTEP	1996 - 1997
Information Sciences Degree Program Committee	UTEP	1994 – 2000
University Sponsored Research Committee	FIU	1991 – 1993
Faculty Senate Library Committee	FIU	1991 - 1993
SACS Study Group on Teaching	FIU	1989 – 1990

Effectiveness Shepard's Committee	Canisius College	1985 – 1986
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COLLEGE:

Director:	COBA Information Technology	COBA/UTEP	1999 - 2000
	Distance Learning	COBA/UTEP	1998 – 2000
Chairman	Technology Committee	COBA/UTEP	1999 - 2000
	COBA Tenure/Promotion Policy Comm.	COBA/UTEP	1998 - 1999
	CBA Library Committee	CBA/FIU	1991 - 1994
	Introduction to MIS Course Devel	CBA/FIU	1988 - 1991
	Mgt/Mkt Hardware/Software Acquisition	Canisius College	1984 - 1987
Coordinator	Dr. Miner (Student Tutoring System)	COBA/UTEP	2001 - 2003
	COBA Web Development	COBA/UTEP	1998 – 2000
Member:	COBA Strategic Planning Committee	COBA/UTEP	2003 –
	IDS Department Chair Search	COBA/UTEP	1999 - 2000
	COBA Merit Committee Policy Development	COBA/UTEP	1998 – 1999
	COBA Committee on Assigning Housing	COBA/UTEP	1997 – 2000
	University Steering Committee	COBA/UTEP	1998 - 2000
	Computer Curriculum Committee	CBA/FIU	1989 - 1993
	CBA Library Committee	CBA/FIU	1989 - 1991
	Undergrad P.O.M. Course Develop.	CBA/Canisius Coll	1984 - 1987
	Ph.D. Committee (Elected Ph.D. Rep)	SOM/SUNYAB	1983 – 1985

DEPARTMENT:

Chairman	IDS Merit Committee	Dept. IDS/UTEP	2006
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	IDS MS in CIS Committee (Co-chair)	Dept. IDS/UTEP	2006
	IDS Independent Study Rev. Comm.	Dept. IDS/UTEP	2003 -
	IDS Curriculum Committee	Dept. IDS/UTEP	2000 -
	IDS Search & Screen Committee	Dept. IDS/UTEP	1999 - 2000
	Scholarship Selection Committee	Dept. IDS/UTEP	1999 - 2000
	IDS Midterm Review Committee	Dept. IDS/UTEP	1998
	IDS Dept. Mission Statement	Dept. IDS/UTEP	1994 - 2000
Coordinator	IDS Course Scheduling	Dept. IDS/UTEP	1995 - 2000
	IDS Brochure/Faculty Pub. Editor	Dept. IDS/UTEP	1994 -
	DSIS Working Paper Series	Dept. FIU/UTEP	1991 - 2000
	Department Ph.D. Seminar Series	Dept. DSIS/FIU	1989 – 1990
Member:	IDS Tenure and Promotion Committee	Dept. IDS/UTEP	1998 -
	INSY Executive Committee	INSY/UTA	2000 – 2001
	INSY Ph.D. Advisory/Rev. Committee	INSY/UTA	2000 – 2001
	Departmental Merit Review Committee	Dept. IDS/UTEP	1996 - 2000
	New Curriculum Develop. Committee	Dept. IDS/UTEP	1995 - 2000
	IDS Curriculum Review Committee	Dept. IDS/UTEP	1995 - 2000
	DSIS Ph.D. Comprehensive Exam Committee	DSIS/FIU	1991 – 1993
	Presidential Advisory Committee on Eminent Scholars and Endowed Chairs	FIU	1990 - 1991
	Hardware/Software Selection Com.	Dept. DSIS/FIU	1990 – 1993
	MIS Advisory Council	Dept. DSIS/FIU	1987 - 1993
	Faculty Recruitment Committee	Dept. DSIS/FIU	1987 – 1994
	MIS Recruitment Committee	Dept. MIS/Canisius	1986 – 1987
	User Service's Steering Committee	Dept. MIS/Canisius	1985 - 1987
	Quantitative Management Recruitment	Dept. Man/Canisius	1984 – 1987
	Hardware Selection Committee	Dept. MIS/Canisius	1984

7. MEMBERSHIPS:

Decision Sciences Institute	1989 – present
American Society for Information Systems	1995 – present

8. PRESENTATIONS/ SPEECHES NOT INCLUDED IN 3. ABOVE: None

9. FACULTY DEVELOPMENT: OTHER EVIDENCE OF MAINTENANCE OF RELEVANCY AND CURRENCY: None

10. OTHER: