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PUBLICATION & SCHOLARSHIP METRICS (UPDATED: JANUARY 8, 2021)

Journal articles	47
Conference articles and Panels	68
Other peer reviewed publications	7
Total peer-reviewed publications (75 with student coauthors)	122
Total publications, including all cited works (on Google Scholar)	154
Total publications as first author	72

Citation figures (Google Scholar)

<https://scholar.google.com/citations?user=lorHa4MAAAAJ&hl=en>

Citations	4250
h-index	26
i10-index	60

EDUCATION

Ph.D. Management Information Systems (minor in Cognitive Science) <i>Weatherhead School of Management, Case Western Reserve University</i>	2012
Masters of Information Systems Management <i>Marriott School, Brigham Young University</i> Completed the IS Ph.D. preparation track	2008
B.S. Information Systems <i>Marriott School, Brigham Young University</i>	2008

PUBLICATIONS

PUBLISHED (OR ACCEPTED) PEER-REVIEWED JOURNAL ARTICLES

Overview (sorted by 5-year impact factor from JCR. h-index obtained from SJR)

JOURNAL PUBLICATIONS ON DEPARTMENT EXPECTATIONS DOCUMENT

Journal	ISD Tier	Year	Impact factor ('17)	5-year impact factor	h-index ('17)
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MISQ	A	2013	5.430	12.222	177
MISQ	A	2014	5.430	12.222	177
ISR	A	2016	2.301	4.791	128
JMIS	A	2019	2.744	4.400	122
ISJ	A	2014	4.267	3.862	70
ISJ	A	2017	4.267	3.862	70
ISJ	A	2019	4.267	3.862	70
ISJ	A	2019	4.267	3.862	70
JAIS	A	2013	2.839	3.487	52
JAIS	A	2015	2.839	3.487	52
JAIS	A	2016	2.839	3.487	52

JOURNAL PUBLICATIONS **NOT** ON DEPARTMENT EXPECTATIONS DOCUMENT

Journal	Field	Year	Impact factor ('16)	5-year impact factor	h-index ('17)
JCLP	Sustainability	2019	6.395	7.051	132
JBR	Business	2019	4.028	4.747	158
JBR	Business	2020	4.028	4.747	158
J. Beh. Add	Psychology	2019	3.628	4.295	29
CHB	HCI	2014	3.536	4.417	137
CHB	HCI	2015	3.536	4.417	137
JPIM	Mgmt	2020	3.781	5.824	126
SP&C	Sustainability	2020	3.660	n/a	20
JBR	Business	2018	2.509	3.689	158
Frontiers in Psy	Psychology	2016	2.089	2.749	81
Frontiers in Psy	Psychology	2017	2.089	2.749	81
Frontiers in Psy	Psychology	2017	2.089	2.749	81
IJHCS	HCI	2016	2.863	2.657	32
Soc Sci Comp Rev	HCI	2017	2.293	2.563	54
PaID	Psychology	2015	2.005	2.400	62
PaID	Psychology	2016	2.005	2.400	62
Y&S	Psychology	2015	1.608	2.230	48
JSCPsy	Psychology	2019	1.304	2.000	26
AR&T	Psychology	2018	1.324	1.569	39
AR&T	Psychology	2016	1.324	1.569	39
IEEE TPC	Engineering	2014	2.184	1.558	35
QuQu	Methods	2020	1.072	2.300	52

JVR	HR	2018	0.500	1.100	30
CurPsy	Psychology	2019	0.980	1.000	20
BEER	Ethics	2020	1.386	Not ranked	30
JMTP	Marketing	2015	1.430	Not ranked	30
CAIS	MIS	2011	1.680	Not ranked	29
SBR	Business	2020	0.930	Not ranked	19
IJILT	MIS Edu	2016	0.570	Not ranked	20
AJM	Mgmt	2019	Not ranked	Not ranked	9
JARHE	Education	2020	0.720	Not available	9
AIS THCI	HCI	2017	Not ranked	Not ranked	unavailable
AIS THCI	HCI	2018	Not ranked	Not ranked	Unavailable
AJB	Business	2020	Not ranked	Not ranked	Unavailable
DBASE	IS	2020	Not ranked	Not ranked	Unavailable

- Ogbeibu, S., Pereira, V., Emelifeonwu, J., & Gaskin, J. (2020). Bolstering creativity willingness through digital task interdependence, disruptive and smart HRM technologies. *Journal of Business Research*.
- Ogbeibu, S., Senadjki, A., Emelifeonwu, J., Gaskin, J., and Pereira, V. (2020). "Augmenting Environmental Sustainability through the Exchange of Green Creative Ideas – Evidence from an Emerging Economy," *Sustainable Production and Consumption* (26), pp. 275-287.
- Pittenger, L., Berente, N., Gaskin, J. (2020). Transformational IT Leaders and Digital Innovation: The Moderating Effect of Formal IT Governance. *The Data Base for Advances in Information Systems*, In Press.
- Ogbeibu, S., Senadjki, A. and Gaskin, J. (2020), "Organisational cultures and the evoked effects of leader ability on employee creativity", *American Journal of Business*, Vol. 35 No. 3/4, pp. 153-173.
- Ghasemy, M., Jamil, H. & Gaskin, J.E. (2020), "Have your cake and eat it too: PLSe2 = ML + PLS." *Quality & Quantity*, pp. 1-45. <https://doi.org/10.1007/s11135-020-01013-6>.
- Ames, J., Bluhm, D., Gaskin, J., & Lyytinen, K. (2020), "The Impact of Moral Attentiveness on Manager's Turnover Intent." *Society and Business Review* Vol. 15 No. 3, pp. 189-209.
- Nagaraj, V., Berente, N., Lyytinen, K., & Gaskin, J. (2020). Team Design Thinking, Product Innovativeness, and the Moderating Role of Problem Unfamiliarity. *Journal of Product Innovation Management*, 37(4), 297-323.
- Ghasemy, M., Erfanian, M. and Gaskin, J.E. (2020), "Affective events theory as a theoretical lens for improving the working environment of academics in developing economies", *Journal of Applied Research in Higher Education*, <https://doi.org/10.1108/JARHE-02-2020-0030>.
- Ames, JB, Gaskin, J, Goronson, BD. (2020) Exploring antecedents and consequences of managerial moral stress. *Business Ethics: A Eur Rev.* 29: 557– 569.
- Ogbeibu, S., Emelifeonwu, J., Senadjki, A., Gaskin, J., & Kaivo-oja, J. (2020). Technological turbulence and greening of team creativity, product innovation, and human resource management: Implications for sustainability. *Journal of Cleaner Production*, 244, 118703.
- Ufere, N., Gaskin, J., Perelli, S., Somers, A., & Boland, R. (2020). Why is bribery pervasive among firms in sub-Saharan African countries? Multi-industry empirical evidence of organizational isomorphism. *Journal of Business Research*, 108, 92-104.
- Dixon, D. P., Weeks, M., Boland, Jr., R., & Gaskin, J. (2019). In Extremis Leadership: A Study of the Effects in Different Contexts. *American Journal of Management*, 19(3).

13. Hou, X. L., Wang, H. Z., Hu, T. Q., Gentile, D. A., **Gaskin, J.**, & Wang, J. L. (2019). The relationship between perceived stress and problematic social networking site use among Chinese college students. **Journal of behavioral addictions**, 8(2), 306-317.
14. Steffen, J., **Gaskin, J.**, Meservy, T., Jenkins, J., & Wolman, I. (2019) "A Framework of Affordances for Virtually Assisted Activities." **Journal of Management Information Systems** (36:3), pp. 683-729.
15. Shen, X., Wang, H. Z., Rost, D. H., **Gaskin, J.**, & Wang, J. L. (2019). State anxiety moderates the association between motivations and excessive smartphone use. **Current Psychology**, 1-9.
16. Wang, H. Z., Yang, T. T., **Gaskin, J.**, & Wang, J. L. (2019). The Longitudinal Association Between Passive Social Networking Site Usage and Depressive Symptoms: The Mediating Role of Envy and Moderating Role of Life Satisfaction. **Journal of Social and Clinical Psychology**, 38(3), 181-199.
17. Ufere, N., **Gaskin, J.**, Ufere, C. N., Garrett, L., & Satterwhite, K. (2019). Practice motivated research: Application of an evidence-informed prognostic model in vocational rehabilitation to increase the chance of employment at closure. **Journal of Vocational Rehabilitation**, 50(2), 219-242.
18. Mirkovski, K., **Gaskin, J. E.**, Hull, D. M., & Lowry, P. B. (2019). Visual storytelling for improving the comprehension and utility in disseminating information systems research: Evidence from a quasi-experiment. **Information Systems Journal**, 29(6), 1153-1177.
19. Hull, D. M., Lowry, P. B., **Gaskin, J. E.**, & Mirkovski, K. (2019). A storyteller's guide to problem-based learning for information systems management education. **Information Systems Journal**, 29(5), 1040-1057.
20. Xu, T. T., Wang, H. Z., Fonseca, W., Zimmerman, M. A., Rost, D. H., **Gaskin, J.**, & Wang, J. L. (2019). The relationship between academic stress and adolescents' problematic smartphone usage. **Addiction Research & Theory**, 27(2), 162-169.
21. Keith, M. J., Anderson, G., **Gaskin, J.**, & Dean, D. L. (2018). Team Video Gaming for Team Building: Effects on Team Performance. **AIS Transactions on Human-Computer Interaction**, 10(4), 205-231.
22. Ogbeibu, S., Senadjki, A., & **Gaskin, J.** (2018) "The Moderating Effect of Benevolence on the Impact of Organisational Culture on Employee Creativity" **Journal of Business Research**, Volume 90, September 2018, Pages 334-346.
23. **Gaskin, J.**, Berente, N., Lyytinen, K., & Rose, G. (2018). Innovation among different classes of software development organizations. **Information Systems Journal**, 28(5), 849-878.
24. **Gaskin, J. E.**, Godfrey, S., & Vance, A. (2018). "Successful system use: It's not just who you are, but what you do." **AIS Transactions on Human-Computer Interaction**, 10(2), 61-86.
25. Wang, J. L., **Gaskin, J.**, Rost, D. H., & Gentile, D. A. (2018). The reciprocal relationship between passive social networking site (SNS) usage and users' subjective well-being. **Social Science Computer Review**, 36(5), 511-522.
26. Wang, J.-L., Wang, H.-Z., **Gaskin, J.**, and Hawk, S. (2017). "The Mediating Roles of Upward Social Comparison and Self-Esteem and the Moderating Role of Social Comparison Orientation in the Association between Social Networking Site Usage and Subjective Well-Being," **Frontiers in Psychology** (8:771).
27. Pereyra-Rojas, M., Mu, E., **Gaskin, J.**, & Lingham, T. (2017), "The Higher-Ed Organizational-Scholar Tension: How Scholarship Compatibility and the Alignment of Organizational and Faculty Skills, Values and Support Affects Scholar's Performance and Well-Being" **Frontiers in Psychology** 8:450.
28. Wang, J-L & **Gaskin, J.** (2016) "Psychological Resilience Can Help Combat the Effect of Stress on Problematic Social Networking Site Usage" **Personality and Individual Difference**, (accepted 12/29/2016).
29. **Gaskin, J. E.**, & Skousen, T. (2016) "Time-Chunking and Hyper-Refocusing in a Digitally-Enabled Workplace: Six Forms of Knowledge Workers" **Frontiers in Psychology**, 7, 1627.
30. Lindberg, A., Berente, N., **Gaskin, J.**, & Lyytinen, K. (2016) "Coordinating Interdependencies in Online Communities: A Study of an Open Source Software Project," **Information Systems Research**, 27(4), pp. 751-772.

31. Wang, J. L., **Gaskin, J.**, Wang, H. Z., & Liu, D. (2016). Life satisfaction moderates the associations between motives and excessive social networking site usage. *Addiction Research & Theory*, 24(6), 450-457.
32. Judee K. Burgoon, Gregory D. Moody, Paul Benjamin Lowry, Sean L. Humpherys, **James Gaskin**, & Justin Scott Giboney (2016). "Application of Expectancy Violations Theory to Communication with and Judgments about Embodied Agents during a Decision-Making Task" *IJHCS*, vol. 91, pp 24-36.
33. **Gaskin, J.**, Lowry, P.B., & Hull, D. (2016) "Leveraging Multimedia to Advance Science by Disseminating a Greater Variety of Scholarly Contributions in More Accessible Formats" *J AIS*, 17(6), pp. 413-434.
34. Masrek, M.N. & Gaskin, J.E. (2016) "Assessing Users Satisfaction with Web Digital Library: The Case Of Universiti Teknologi MARA," *International Journal of Information and Learning Technology*, Volume 33, Issue 1.
35. Wang, J-L., Hsieh, H-F., Assari, S. & **Gaskin, J.** (2015) "The Protective Effects of Social Support and Engagement Coping Strategy on the Relationship between Perceived Discrimination and Psychological Distress among Chinese Migrant Children." *Youth & Society* (December 15).
36. Wang, J-L, Wang H-Z, **Gaskin, J.**, Wang, L-H (2015) "The role of stress and motivation in problematic smartphone use among college students." *Computers in Human Behavior*, Volume 53, Pages 181-188.
37. Wang, J-L, Jackson, L, Wang H-Z, **Gaskin, J.** (2015) "Predicting Social Networking Site (SNS) use: Personality, attitudes, motivation and Internet self-efficacy." *Personality and Individual Difference*, Volume 80, Pages 119-224.
38. Lowry, Paul Benjamin; **Gaskin, James Eric**; and Moody, Gregory D. (2015) "Proposing the Multimotive Information Systems Continuance Model (MISC) to Better Explain End-User System Evaluations and Continuance Intentions," *Journal of the Association for Information Systems*: Vol. 16: Iss. 7, Article 3.
39. Kirk, Colleen P., Scott D. Swain & **James E. Gaskin** (2015) "I'm Proud of It: Consumer Technology Appropriation and Psychological Ownership" *Journal of Marketing Theory and Practice*, 23(2), pp. 166-184.
40. Wang, J.L., Jackson, L., **Gaskin, J.**, & Wang, H. (2014) "The Effects of Social Networking Site (SNS) Use on Chinese College Students' Friendships and Well-Being," *Computers in Human Behavior*, Volume 37, August 2014, Pages 229-236.
41. Carlo J. L. **Gaskin J.** Lyytinen K. and Rose G. M. (2014), "Early vs. late adoption of radical information technology innovations across software development organizations: an extension of the disruptive information technology innovation model," *Information Systems Journal*, 24(6), pp. 537-569.
42. Paul Benjamin Lowry & **James Gaskin** (2014). "Partial Least Squares (PLS) Structural Equation Modeling (SEM) for Building and Testing Behavioral Causal Theory: When to Choose It and How to Use It," *IEEE TPC* (57:2), pp. 123-146.
43. **Gaskin, J.**, Berente, N., Lyytinen, K., & Yoo, Y. (2014). "Toward Generalizable Sociomaterial Inquiry: A Computational Approach for Zooming In and Out of Sociomaterial Routines," *MIS Quarterly* (38:3), pp. 849-871.
44. Paul Benjamin Lowry, Gregory D. Moody, **James Gaskin**, Dennis F. Galletta, Sean Humpherys, Jordan B. Barlow, and David W. Wilson (2013). "Evaluating Journal Quality and the Association for Information Systems Senior Scholars' Journal Basket via Bibliometric Measures: Do Expert Journal Assessments Add Value?" *MIS Quarterly* (vol. 37, iss. 4), pp. 993-1012.
45. Paul Benjamin Lowry, **James Gaskin**, Nathan Twyman, Bryan Hammer, and Tom L. Roberts (2013). "Taking "Fun and Games" Seriously: Proposing the Hedonic-Motivation System Adoption Model (HMSAM)," *Journal of the Association for Information Systems* (Volume 14, Issue 11, pp. 617-671).

46. **Gaskin**, James and Berente, Nicholas (2011) "Video Game Design in the MBA Curriculum: An Experiential Learning Approach for Teaching Design Thinking," *Communications of the Association for Information Systems*: Vol. 29, Article 6.

PEER-REVIEWED CONFERENCE ARTICLES AND PROCEEDINGS

1. Brau, J., Brau, H., Burton, N. & **Gaskin, J.** (2020) "An empirical examination of an Introduction to Information Systems university class: Video gaming, social media, and academic performance" Academy of Business Education Annual Conference, Virtual.
2. Tung, T. **Gaskin, J.**, & Lyytinen, K. (2020) "Why Do Employees Withhold Knowledge? Individual and Organizational Antecedents" *Annual Conference of the Decision Sciences Institute. San Francisco (Virtual)*
3. Galletta, D., **Gaskin, J.** & Koch, H (2020) "Panel: Educational Disruption & Rising Faculty Expectations" AMCIS 2020
4. Burton, Nathan G.; King, Taylor; Schwartz, Andrew W.; Sookhoo, Julian; and **Gaskin, James**, "Smartphones and Social Health: Does Reduced Phone Use Lead to Better Social Health Outcomes?" (2020). *AMCIS 2020 Proceedings*. 3.
5. Ghasemy, M., **Gaskin, J. E.**, & Elwood, J. A. (2020). "Perform Well and Be Satisfied" or "Be Satisfied and Perform Well": An estimation of bow pattern non-recursive model using PLSe2." Paper presented at the 2020 International Conference on Partial Least Squares Structural Equation Modeling (PLS2020), Beihang University, Beijing.
6. Ghasemy, M., Hazri, J., & **Gaskin, J. E.** (2019). "A demonstration of the application of PLSe2 method in EQS 6.4 and a comparison between the results of the PLSe2, PLSc, and the ML methods in estimating a basic mediation model." Paper presented at the 2019 International Symposium on Applied Structural Equation Modeling and Methodological Matters (SASEM2019), Novotel Melaka, Malaysia.
7. Burton, N., & **Gaskin, J.** (2019) "'Thank You, Siri': Politeness and Intelligent Digital Assistants" *Americas Conference on Information Systems (AMCIS)*, Cancun, Mexico.
8. Windeler, J., **Gaskin, J.**, Stein, M-K., & Leung, A. (2018) "How to Be Successful in Your First Academic Job", Panel at *ICIS*, San Francisco, USA.
9. Nagaraj, V., Berente, N., Lyytinen, K., **Gaskin, J.** (2018) "How Does Design Thinking Impact the Market Success of Digital Products?", *Academy of Management Meeting*, Chicago, IL, USA.
10. Ames, J., **Gaskin, J.**, Lyytinen, K., & Owens, B. (2018) "Thinking Good, Feeling Bad: How Moral Attentiveness Impacts Managerial Moral Stress", *Academy of Management Meeting*, Chicago, IL, USA.
11. Ghanbari, H., Ahuja, S., Lee, BK., & **Gaskin, J.** (2017) "Towards a theory of Technical Debt Ownership: An exploratory field study" *ICIS*, Seoul, Korea. Best Paper winner at 1st ever Paper-a-thon.
12. Pentland, B., **Gaskin, J.**, Hahn, J., Park, Y., & Susarla, A. (2017) "Time to Reconsider Time", Panel at *ICIS*, Seoul, Korea.
13. Steffen, J., **Gaskin, J.**, Meservy, T., & Jenkins, J. (2017) "The Missing Framework for Virtually Assisted Activities" *ICIS*, Seoul, Korea.
14. Steele, E., Guzman, I., **Gaskin, J.**, & Adya, M. (2017) "Partly Cloudy, Scattered Clients: Cloud Implementation in the Federal Government", AMCIS, Boston, MA, USA.
15. Ames, J.B., Owens, B.P., Bednar, J., **Gaskin, J.E.** (2017). "Executive "self" destruction: Understanding how internal conflict of role identities impacts moral stress within senior management team decision-making processes". *Society of Business Ethics Annual Conference*.

16. Alexander, D., **Gaskin, J.**, Cola, P., & Liozu, S. (2017) "Organizing Successfully for Big Data to Transform Organizations", AMCIS, Boston, MA, USA.
17. Ames, J., **Gaskin, J.**, & Owens, B. (2017). "Is Moral Stress a Threat or a Mirage? Discovering the Legitimizing Effect of Moral Attentiveness", *Academy of Management Meeting*, Atlanta, GA, USA.
18. **Gaskin, J.**, Jenkins, J., Meservy, T., Steffen, J., & Payne, K. (2017) "Using Wearable Devices for Non-invasive, Inexpensive Physiological Data Collection," *HICSS*, Hawaii.
19. **Gaskin, J. E.**, & Skousen, T. (2016). "Time-Chunking Strategies in Digitally-enabled Knowledge Work". *CNoW pre-ICIS workshop*, Dublin, Ireland.
20. Keith, M., Anderson, G., Dean, D., **Gaskin, J.**, Wiser, T., Gremmert, S. & Payne, K. (2016) "The Effects of Video Gaming on Work Group Performance" *ICIS*, Dublin, Ireland.
21. Ingerson, M-C., **Gaskin, J.E.**, & DeTienne, K.B. (2016), "Power, guilt, responsibility, and accounts" *Academy of Management Conference*, Anaheim, USA.
22. Haile, Y., Buse, K., Laszlo, C., Saillant, R. and **Gaskin, J.** (2015), November. Eco-communal management, transition engagement, and connectedness A moderated mediation model for the performance of renewable energy projects in emerging economies. In 2015 *International Conference on Renewable Energy Research and Applications (ICRERA)* pp. 683-688. IEEE.
23. Dixon, D., Boland, R., Weeks, M., & **Gaskin, J.** (2015) "In extremis Leadership: Is everyone the same?" *Association of Leadership Educators 25th Annual Conference*, Washington D.C.
24. Piotrowski, S., **Gaskin, J.**, Lyytinen, K., & Boland, R. (2015) "Playing to win: the surprising power of play in innovation," *Engaged Management Scholarship Conference*, Baltimore, Maryland.
25. Dixon, D., Boland, R., **Gaskin, J.**, Perelli, S., & Weeks, M. (2015) "IN EXTREMIS LEADERSHIP: Military, Firefighters and Law Enforcement Personnel," *International Leadership Association's 17th Annual Global Conference*, Barcelona, Spain.
26. **Gaskin, J.** (2015) "Video Game Design as an Experiential Learning Approach to Teaching Design Thinking," *Video Game Studies Symposium*, Brigham Young University, Provo, Utah.
27. Keith, M., Anderson, G., Dean, D., & **Gaskin, J.** (2014) "The Effects of Team Flow on Performance: A Video Game Experiment," *SIGHCI at ICIS*, Auckland, NZ.
28. **Gaskin, J.** & Godfrey, S. (2014) "Successful System-use: It's not just who you are, but what you do," *SIGHCI at ICIS*, Auckland, NZ (*Awarded best paper*).
29. Dixon, D., Boland, R., **Gaskin, J.**, Weeks, M., & Perelli, S. (2014) "Leading to live: How Situation Awareness and Perceived Control affect the Outcomes of "near death" encounters," *Annual meeting of the Decision Sciences Institute*, Tampa, FL, USA. (nominated for best paper)
30. Kirk, Colleen P., Scott D. Swain & **James E. Gaskin** (2014). "Putting the Fun in Functionality: Appropriation, Ownership and Pride," in *Advances in Consumer Research*, eds. June Cotte and Stacy Wood, Baltimore, MD: Association for Consumer Research.
31. **Gaskin, J.**, Lowry, P., & Mirkovski, K. (2014) "Video Narratives as an Effective Genre for Conveying Scholarly Knowledge," *ECIS*, Tel Aviv, Israel.
32. Lindberg, A., **Gaskin, J.**, Berente, N., & Lyytinen, K. (2014) "Exploring Configurations of Affordances: The Case of Software Development," *20th Americas Conference on Information Systems*, Savannah, GA, USA.
33. Straub, L., & **Gaskin, J.** (2014) "A Paradigm for Surviving Economic Disruption: The Promethean Life and Career Measurement Tool" *Academy of Management Meeting*, Philadelphia, PA, USA.

34. Klossner, D., Lyytinen, K., & **Gaskin, J.** (2014) "What explains the environmental performance of Fortune 500 companies?" *Academy of Management Meeting*, Philadelphia, PA, USA.
35. Lindberg, A., **Gaskin, J.**, Berente, N., & Lyytinen, K. (2014) "Aligning Information Processing Capabilities and Gaps in Open Source Software Development," *Academy of Management Meeting*, Philadelphia, PA, USA, (some coauthors' names removed from publication to comply with rule of 3+3).
36. Dixon, D., Boland, R., **Gaskin, J.**, Weeks, M., & Hunter, G. (2014) "In-extremis Leadership: Full Mental Jacket," *Academy of Management Meeting*, Philadelphia, PA, USA, (some coauthors' names removed from publication to comply with rule of 3+3).
37. Madden, J., **Gaskin, J.**, & Lingham, T., (2014) "The ABCDs (Autonomy, Boundary Spanning, Common Vision, Design Attitude) for Successful Collaboration," *Academy of Management Meeting*, Philadelphia, PA, USA.
38. Kirk, C., Swain, S., & **Gaskin, J.** (2014) "I'm Proud of It: Consumer Technology Appropriation and Psychological Ownership," *Academy of Marketing Science Annual Conference*, Indianapolis, IN, USA.
39. Eargle, D., Sawyer, L., Taylor, R., & **Gaskin, J.** (2014) "Acquiring IS Skill through Habitual Use", HICSS, Hawaii, USA.
40. Lindberg, A., Berente, N., **Gaskin J.**, Lyytinen, K., & Yoo, Y (2013) "Computational Approaches for Analyzing Latent Social Structures in Open Source Organizing", *Atlanta Workshop on Computational Social Science*, Georgia, USA.
41. Kirk, C., Swain, S., & **Gaskin, J.** (2013) "I'm Proud of It: Perceived Technology Appropriation and Consumer Psychological Ownership," *Ownership and Decision-Making Workshop*, University of Vienna, Austria.
42. **Gaskin, J.**, (2013) "Constructive System Use," *ICIS*, Milan, Italy.
43. Lindberg, A., **Gaskin, J.**, & Berente, N. (2013) "Foxes, Hedgehogs and Finns: In Search of the Elusive Pluralist Researcher", *ICIS*, Milan Italy.
44. Lindberg A., **Gaskin J.**, Berente, N., & Lyytinen, K. (2013) "Computational Approaches for Analyzing Latent Social Structures in Open Source Organizing", *ICIS*, Milan, Italy.
45. Dixon, D., Boland, R., **Gaskin, J.**, Perelli, S., & Weeks, M. (2013) "Leading in Combat: The Role of Situation Awareness and Perceived Control in *In-Extremis* Situations," International Leadership Association's 15th Annual Global Conference, Montréal, Québec, Canada.
46. Charas, S., **Gaskin, J.**, & Lingham, T. (2013) "Evaluating Boards as Teams - An Idea Whose Time Has Come," International Leadership Association's 15th Annual Global Conference, Montréal, Québec, Canada.
47. Jones, D., Fogarty, T., & **Gaskin, J.**, (2013) "Relationships Matter, Even for CPAs," 5th Annual Behavioral Tax Symposium, Washington D.C.
48. Lindberg A., **Gaskin J.**, Lyytinen K., Yoo Y. (2013) "Understanding Change in Open Source Communities: A Co-evolutionary Framework", *Academy of Management Meeting*, August 9-13, TIM division (coauthors' names removed from publication to comply with rule of 3+3).
49. Klossner, D., **Gaskin, J.**, & Lyytinen, K., (2013) "Factors that influence the safety and environmental performance of the fortune 500 companies," *Academy of Management Conference (ONE Division)*, Orlando, FL.
50. Charas, S., and **Gaskin, J.**, (2013) "Enhancing Firm Profitability by Improving Director Dynamics," *Academy of Management Conference (OMT Division)*, Orlando, FL.
51. Lindberg, A., **Gaskin, J.**, and Berente, N., (2013) "Computational Analysis of Social Structure: Studying Relational and Sequential Structures in Teams," *Science of Team Science (SciTS)*, Evanston, IL.

52. **Gaskin, J.**, Lyytinen, K., Yoo, Y., & Pentland, B. (2012) "The effects of Digital Intensity on Combinations of Sequential and Configural Process Variety," *ICIS*, Orlando FL.
53. **Gaskin, J.**, Berente, N., Lyytinen, K., Yoo, Y. (2012) "Unpacking Virtuality: A Review and Framework for Virtual Organizing," Pre-ICIS MIS Quarterly Authors Workshop, Orlando FL.
54. **Gaskin, J.**, Berente, N., Lyytinen, K., Yoo, Y. (2012) Digital Intensity and Variation in Design Routines: A Comparative Sociotechnical Sequence Analysis of Four Organizations. *Atlanta & Athens Conference on Research in Information Systems (AACRIS)*. Atlanta, Georgia.
55. Lindberg, A., Lyytinen, K., **Gaskin, J.**, Youngjin, Y., Thummadi, V. (2012). Exploring Digitalization of Architectural Design Practice through Ecologies of Affordances. 2nd Organizations, Artifacts and Practices Workshop. Paris, France.
56. **Gaskin, J.** (2011) "A Theory and Method for Decoding the Evolution and Variation of Digitally-enabled Design Routines" *ICIS Doctoral Consortium*, Shanghai, China, December 2011.
57. **Gaskin, J.**, Thummadi, V., Lyytinen, K., Yoo, Y. (2011) "Digital Technology and the Variation in Design Routines: A Sequence Analysis of Four Design Processes," Completed Research Paper, Organization Theory, Strategy and Information Systems, **ICIS** Shanghai, China, December 2011. *Winner of Best Paper at ICIS Award*.
58. **Gaskin, J.** (2011) "A Theory and Method for Decoding the Evolution and Variation of Digitally-enabled Design Routines" *Academy of Management OCIS Doctoral Consortium*, San Antonio, Texas.
59. **Gaskin, J.**, Lyytinen, K., Yoo, Y., Shiv, O., and Zhang, Z. (2011) "Evolution of Digitally-Enabled Design Processes: The Case of a Large Design and Construction Firm," *Academy of Management*, OCIS division, San Antonio, Texas.
60. **Gaskin, J.**, Schutz, D., Thummadi, V., Weiss, A., Berente, N., Lyytinen, K., Yoo, Y. (2010) "Design DNA Sequencing: A Set of Methodological Artifacts for Sequencing Socio-technical Design Routines," Completed Research Paper, Research Methods, ICIS St. Louis, MO, December 2010.
61. **Gaskin, J.** & Oakley, T. (2010) "Bypassing Trust in Online Purchase Decisions by Establishing Common Ground," Completed Research Paper, Human Computer Interaction, ICIS St. Louis, MO, December 2010.
62. **Gaskin, J.** & Lyytinen, K. (2010) "Learning and Appropriating IT for more Effective System Use," Completed Research Paper, Human Behavior and IT, DIGIT Workshop at ICIS St. Louis, MO, December 2010.
63. **Gaskin, J.**, Schutz, D., Berente, N., Lyytinen, K., & Yoo, Y. (2010) "The DNA of design work: Physical and digital Materiality in project-based design organizations," *Academy of Management Best Paper Proceedings*, TIM division, Montreal, Canada.
64. **Gaskin, J.**, Schutz, D., Berente, N., Yoo, Y., Lyytinen, K. (2010) "Balancing the Virtual and the Physical in AEC Design Practice: A Cross-Industry Comparison," Center for Management Studies of the Building Process Conference 2010: Constructions Matter - Managing Complexities, Decisions and Actions in the Building Process, Copenhagen Business School, May 5-7, 2010.
65. **Gaskin, J.** Lyytinen, K. (2010). "Psychological Ownership and the Individual Appropriation of Technology," Hawaiian International Conference on System Sciences (HICSS) January 6.
66. **Gaskin, J.**, Schutz, D., Berente, N., Lyytinen, K., Yoo, Y. (2009) "Balancing the Virtual and the Physical in Project-based Design Organizations," IFIP 8.2 OASIS Proceedings (OASIS Workshop in conjunction with ICIS 2009), Phoenix, Arizona Dec. 15, 2009.
67. Paul Benjamin Lowry, Jeffrey L. Jenkins, Nathan W. Twyman, Bryan Hammer, **James Gaskin**, and Martin Hassell (2008). "Proposing the Hedonic Affect Model (HAM) to Explain how Stimuli and Performance Expectations

Predict Affect in Individual and Group Hedonic Systems Use," Journal of the Association for Information Systems (JAIS) ICIS Theory Development Workshop, Paris, France, December 13.

68. Paul Benjamin Lowry, Nathan Twyman, **James Gaskin**, Bryan Hammer, Aaron Bailey, and Tom L. Roberts (2007). "Proposing the Interactivity-Stimulus-Attention Model (ISAM) to Explain and Predict Enjoyment, Immersion, and Adoption of Purely Hedonic Systems," *Special Interest Group on Human-Computer Interaction (SIG-HCI) 2007 Pre-ICIS Workshop* (best-paper nomination), Montréal, Canada, December 8.

BOOK CHAPTERS & TECHNICAL NOTES

1. Keith, M., **Gaskin, J.** & Dean, D. (2016) "Introduction to Information Systems" pub. MyEducator
2. Chaouali, W., and **Gaskin, J.** 2019. "The Good Samaritan," in *The Great Facilitator: Reflections on the Contributions of Joseph F. Hair, Jr. To Marketing and Business Research*, B.J. Babin and M. Sarstedt (eds.). Cham: Springer International Publishing, pp. 193-197.
3. Kirk, Colleen P., Scott D. Swain & **James E. Gaskin** (2016) "I'm Proud of It: Consumer Technology Appropriation and Psychological Ownership," in *Let's Get Engaged! Crossing the Threshold of Marketing's Engagement Era*.
4. Dongsong Zhang, **James Gaskin**, and Paul Benjamin Lowry (2009). "Revisiting Issues, Limitations, and Opportunities in Cross-cultural Research on Collaborative Software in Information Systems: A Critical Literature Update," in *ICTs Technological Advancement in Developed and Developing Countries: Discoveries in Global Information Management (Advances in Global Information Management series)*
5. **Gaskin, J. E.** and Lyytinen, K. J. (2011), "Psychological Ownership and the Individual Appropriation of Technology," In Y. Dwivedi, M. R. Wade & S. L. Schneberger (Eds.), *Information Systems Theory: Explaining and Predicting Our Digital Society* (pp. 480). London: Springer.
6. Boyatzis, R., **Gaskin, J.**, & Wei, H. (2014), "Emotional and Social Intelligence and Behavior," in Goldstein, S., Princiotta, D., & Naglieri, J. (eds.) *Handbook of Intelligence: Evolutionary Theory, Historical Perspective, and Current Concepts*.
7. Boyatzis, R.E. & **Gaskin, J.** (2010). A Technical Note on the ESCI and ESCI-U: Factor Structure, Reliability, Convergent and Discriminant Validity Using and CFA. Cleveland: Case Western Reserve University.

OTHER PUBLICATIONS WITH MORE THAN 10 CITATIONS

1. Gaskin, J. (2016) "Confirmatory Factor Analysis" wiki page on Gaskination's StatWiki.
2. Gaskin, J. & Lim, J (2016) "Model Fit Measures" AMOS plugin on Gaskination's StatWiki.
3. Gaskin, J. (2012) "Data Screening" chapter on Gaskination's StatWiki.
4. Gaskin, J. & Lim, J (2016) "Master Validity Tool" AMOS plugin on Gaskination's StatWiki.
5. Gaskin, J. (2012) "Group Differences" from Stats Tools Package on Gaskination's StatWiki.
6. Gaskin, J. (2012) "Structural Equation Modeling" wiki page on Gaskination's StatWiki.
7. Gaskin, J. (2012) "Validity Master" from Stats Tools Package on Gaskination's StatWiki.
8. Gaskin, J. (2012) "Stats Tools Package" from Stats Tools Package on Gaskination's StatWiki.
9. Gaskin, J. (2016) "Multigroup moderation in AMOS made easy" YouTube Tutorial from Gaskination's Statistics.
10. Gaskin, J. (2011) "Common Method Bias" wiki page on Gaskination's StatWiki.
11. Gaskin, J. (2016) "Gaskination's StatWiki" <http://statwiki.kolobkreations.com/>
12. Gaskin, J. (2012) "Common method bias using common latent factor" YouTube Tutorial from Gaskination's Statistics.
13. Gaskin, J. (2016) "My Indirect Effects" User-Defined Estimand for AMOS from Gaskination's StatWiki.

ACADEMIC WORK EXPERIENCE

Instructor for Structural Equation Modeling (SEM) 2010 – Present

Brigham Young University (BYU)

Case Western Reserve University

- I have taught this as a doctoral level statistics course for pre-PhD students as well as executive doctorate of management students.
- Focus of the class is on theory building and then hypothesis testing through structural equation modeling, so we covered things like mediation, moderation, controls, factor analysis, construct specification, data screening, etc.

Instructor for Introduction to Information Systems 2008 – Present

Brigham Young University (BYU)

Case Western Reserve University

- Taught this introductory course to information systems that is taken by all undergraduates in the business school.
- We focus on critical thinking, programming basics, project management, UML, databases, web design, security, networks, data-mining and so on.

Quantitative Methods Advisor (Doctorate of Management program) 2012 – Present

Case Western Reserve University

Technology Advisor (Doctorate of Management program) 2009 – 2016

Weatherhead School of Management

Statistics Consultant 2009 – present

- I remain actively involved in providing freelance consultancy and advice to different projects of diverse nature, mainly in the area of advanced statistical analysis, Structural Equation modeling (SEM) and programming.

LEADERSHIP/SERVICE

- Provided Tenure and Promotion review letters for candidates at the following universities (count):
 - o Bellarmine University (1)

EDITORSHIP / REVIEWERSHIP

- Senior Editor (guest) for *Journal of the Association for Information Systems* (Impact factor: 2.839). 2019-Present.
- Editorial Board for *Journal of the Association for Information Systems* (Impact factor: 2.839). 2019-Present.
- Associate Editor for *Association for Information Systems Transactions in Human Computer Interaction* (Impact factor: not ranked). 2019-Present.
- Associate Editor for *Frontiers in Psychology: Organizational Psychology* section (Impact factor: 2.843). 2015-Present.
- Guest Associate Editor for *European Journal of Information Systems* (Impact factor: 3.197). 2019-2020
- Track chair for Human Behavior and IS at ICIS 2017, Paper-a-thon track chair at ICIS 2018.
- World Records Club BYU Faculty Advisor
- Reviewer (active) for:

- MISQ	- ISR
- PLOS One	- JMIS
- JAIS	- OrgSci
- EJIS	- ISJ
- Frontiers in Psychology	- JBR

- CAIS
- ICIS
- AMCIS
- ECIS
- AIS-THCI
- AOM
- HICSS
- JIT
- Regular Associate Editor for OCIS division of Academy of Management Annual Conference.
- Served as a Dissertation committee member and Methods advisor to nine successfully defended dissertations.
- Annual ORCA review committee member in the Marriott School.

STATISTICAL SERVICE

- Developer of StatWiki: <http://statwiki.kolobkcreations.com> - A free resource I've developed to help people throughout the world learn how to do advanced statistics for theory testing. It has 11 main sections and several dozen subsections. It has received over 20 Million views.
- Developer of statistics video tutorials: <http://www.youtube.com/user/Gaskination> - *Gaskination* is a YouTube channel I run that currently has over 250 videos demonstrating how to do various statistical procedures. The channel has over 22,000 subscribers and the videos have been viewed over 5.7 Million times.
- I actively (usually within 24 hours) respond to all statistical queries via email and posted on my YouTube channel. Frequency: around a dozen per day; amounts to roughly 3 hours of "statistical service" per week. So far this has totaled more than 22,000 responses.
- Solo-hosted a number of trainings and boot camps including:
 - o Three-day SEM boot camp at BYU. Summer of 2019. 19 local and 13 remote attendees. Participants from all over the world.
 - o Three-day SEM boot camp at BYU. Summer of 2018. 27 local and 8 remote attendees. Participants from all over the world.
 - o Three-day SEM boot camp at BYU. Summer of 2017. 36 local and 12 remote attendees. Participants from all over the world.
 - o Three-day SEM boot camp at BYU. Summer of 2016. 61 local and 8 remote attendees. Participants from all over the world.
 - o Three-day SEM boot camp at UCF. Summer 2015. 28 attendees.
 - o Three-day SEM boot camp at BYU. Summer of 2015. 50 local and 9 remote attendees. Participants from all over the world.
 - o Three-day SEM boot camp at BYU. Summer of 2014. 45 local and 5 remote attendees. Participants from all over the world.
 - o Five-day SEM boot camp at BYU. Summer of 2013. 30 local and 7 remote attendees. Participants from Turkey, Brazil and all over the US

EVENT LEADERSHIP & PARTICIPATION

- ECIS **Associate Editor** 2020
- ICIS 2020 Track **chair** for Paper-a-thon track
- AMCIS 2020 **Track chair** Early Career Faculty Consortium
- ICIS 2019 Paper-a-thon **Judge**
- **Advisory board member** for annual PLS conferences
- ICIS 2018 Track **chair** for Paper-a-thon track

- ICIS 2017 Track **chair** for Human Behavior and IS
- Program **committee member** for SIG-HCI pre-ICIS workshop.
- AMCIS 2015 **coordinator** for ERF (early research forum) video poster session.
- Session **Chair** at ICIS SIGHCI workshop 2014.
- Workshop **Chair** for Professional Development Workshop at the Academy of Management Conference in Philadelphia, PA 2014, "Organizational Genetics: Detecting Evolution and Variation in Process Data."
- Workshop **Chair** for Professional Development Workshop at the Academy of Management Conference in Orlando, Florida 2013, "Capitalizing Upon the Changing Virtual Landscape of Learning & Education."
- Workshop **Chair** for Professional Development Workshop at the Academy of Management Conference in San Antonio, Texas 2011, "Decoding the DNA in social sciences: a sequence analysis method for analyzing complex process data."
- Developed/facilitated Game Design for MBAs Workshop Summer 2009, 2010, and Fall 2010 at CWRU.
- Student representative for the Weatherhead Interdepartmental Seminar Series 2008-2010
- Special Projects Officer for the club Association for Systems Management (ASM) (2007).
- Recruiter Relations Officer for the club Association for Systems Management (ASM) (2006).

DEFENDED DISSERTATIONS

- | | | |
|--------------------|---------------------|----------------------|
| 1. Dave Klossner | 6. Angela Crawford | 11. Justin Ames |
| 2. Deirdre Dixon | 7. Yohannes Haile | 12. Natasha Conley |
| 3. Jennifer Madden | 8. Suzanne Cromlish | 13. Tarina Pettitway |
| 4. Tim Summers | 9. Roy Gifford | |
| 5. Carol McGuire | 10. Elston Steele | |

AWARDS & HONORS

- ✓ BYU Marriott School of Business Inaugural "Inspiring Learning" award for achievements in involving students in research (2020).
- ✓ AIS Outstanding Contribution to IS Education 2018. This award is given to one scholar per year. All IS scholars (regardless of age, rank, or status) are eligible. James received this award, in part, due to his extensive efforts to make SEM (a popular quantitative analysis approach in social sciences) more accessible and less mystical. His efforts have impacted tens of thousands, as indicated by the millions of views his YouTube video tutorials have garnered.
- ✓ Emerald Citations of Excellence winner (2017). "Partial least squares (PLS) structural equation modeling (SEM) for building and testing behavioral causal theory: When to choose it and how to use it." This award is given the most highly cited articles in the Emerald Publishing group of journals and magazines. This article received 112 citations in 2016 – having been published only two years prior – bringing its total citations to 242 as of the awarding (5/23/17).
- ✓ Received 2nd runner up for "Best Published Paper in 2016" from the Academy of Management, OCIS division for: Lindberg, A., Berente, N., Gaskin, J., & Lyytinen, K. (2016) "Coordinating Interdependencies in Online Communities: A Study of an Open Source Software Project," Information Systems Research, 27(4), pp. 751-772.
- ✓ Ranked as the **12th most prolific scholar** in the field (globally) from Jan 2013-Dec 2015 at the top six journals in information systems, and **18th most prolific** from Jan 2014-Dec 2016.

- ✓ **Inaugural AIS Early Career Award**. 2015. Association for Information Systems. This new award recognizes individuals in the early stages of their careers who have already made outstanding research, teaching, and/or service contributions to the field of information systems.
- ✓ Awarded the **Grant & David Distinguished Fellowship** by the Marriott School of Management to recognize my scholastic productivity and accomplishments. 2016-present.
- ✓ Winner of Best Paper at SIGHCI: **Gaskin, J. & Godfrey, S.** (2014) "Successful System-use: It's not just who you are, but what you do," SIGHCI at ICIS, Auckland, NZ.
- ✓ Accepted to participate (and did participate) in the prestigious doctoral consortium at the Academy of Management (OCIS) in San Antonio, August 2011.
- ✓ Accepted to join (and did join) the prestigious doctoral consortium at ICIS in Shanghai, December 2011.
- ✓ Winner of the Best Paper at Conference award. "Digital Technology and the Variation in Design Routines: A Sequence Analysis of Four Design Processes," Completed Research Paper, Organization Theory, Strategy and Information Systems, **ICIS** Shanghai, China, December 2011.
- ✓ Paper accepted for the Best Paper Proceedings at AOM Montreal: **Gaskin, J., Schutz, D., Berente, N., Lyytinen, K., & Yoo, Y.** (2010) "The DNA of design work: Physical and digital Materiality in project-based design organizations," *Academy of Management Best Paper Proceedings*, Montreal, Canada.
- ✓ Paper accepted for development at the 2008 Journal of the Association for Information Systems (JAIS) Pre-ICIS Theory Development Workshop, the most selective and prestigious workshop in academic IS: Paul Benjamin Lowry, Jeffrey L. Jenkins, Nathan W. Twyman, Bryan Hammer, **James Gaskin**, and Martin Hassell" (2008). "Proposing the Hedonic Affect Model (HAM) to Explain how Stimuli and Performance Expectations Predict Affect in Individual and Group Hedonic Systems Use."

TECHNICAL SKILLS

- | | |
|--|------------------------------------|
| - First and Second Generation Statistics | - Spreadsheet Automation |
| - Video game development | - Informational video dev and edit |
| - Databases and SQL | - Data Visualization (Tableau) |
| - HTML/CSS | - Data Analytics |
| - Project Management | - Philosophy of Science |
| - Augmented and Mixed reality Dev. | - 3D Printing |

GRANTS

Total grants awarded through Dec 2016 ~ \$694,000.00

- MEG Grant at BYU for \$20,000 (2016). "*Development of a Scalable System for Herd Tracking*". Principle Investigator: **James Gaskin**, Co-investigators: Jeff Jenkins, Tom Meservy. Mentored students: Austen Smack, Erik Lamb, Andres de Hoyos.
- ORCA Grant at BYU for \$1500 for undergrad student Dan Morain (2015). "*Wearables, You, and Your Employer*". Faculty Mentor: **James Gaskin**.
- MEG Grant at BYU for \$20,000 (2015). "*Exploring the Potential Behavioral, Organizational, and Ethical Research Applications of Real-time Physiological Data Tracking*". Principle Investigator: **James Gaskin**, Co-investigators: Jeff Jenkins, Tom Meservy, Katherine Payne.
- Rollin's Center, research grant #ET-13502 for \$2500. "Acquiring IS Skill through Habitual Use" (2013-2014). Principle Investigator: **James Gaskin**.

- NSF Grants #1121935/1120966 for \$400,000.00 over three years (2011-2014). *Collaborative Research: Virtualization of Work Capabilities in Project-Based Design Organizations*. Responsible investigators: Kalle Lyytinen (CWRU), Youngjin Yoo (Temple). Co-investigators: **James Gaskin**, Veeresh Thummadi, Omri Shiv, Rob Kulathinal, Zhewei Zhang, & Yohan Choi.
- NSF Grant #0943157 for \$250,000.00 over two years (2009-2011). *Collaborative Research: Evolution of Virtualized Design Processes in Project-Based Design Organizations*. Responsible investigator: Kalle Lyytinen. Co-investigators: **James Gaskin**, Youngjin Yoo, and Nick Berente.

NON-ACADEMIC WORK EXPERIENCE

Founder and Head of Design

Animated Art, LLC

Jan 2020 – Present

- We animate art in augmented reality to bring awe to education in the arts.

Founder and Head of Operations

Dollar for Good (dollarforgood.org)

Sep 2018 – Present

- We provide a service for charities and non-profits to be profiled and receive small donations from individual donors.

Head of Predictive Analytics

HCMoneyball (<https://www.hcmoneyball.com>)

Jan 2019 – Present

- We provide realtime analytics and support for human capital decisions

Director and cofounder

NueSight (<http://nuesight.com>) → now *Metaphora*

Jan 2017 – Feb 2020

- We develop custom holographic applications

Director of Data Science, general advisor and cofounder

Jan 2016 – Feb 2019

CattleGuard Inc. (<http://cattleguard.com>)

- Developing the hardware and software to dynamically track agricultural assets in near-real-time

Director of Design and UX and cofounder.

Jan 2014 – Present

uDreamed <http://udreamed.com>

- We developed social network for dreamers. I designed the UI and method for targeted advertising.
- Involved in all executive meetings, often running the meetings and making key steering decisions

Mobile (iOS and Android) Game designer and developer

Jan 2014 – Present

Gaskination | Provo, UT

- Developed a mobile game for iOS and Android devices (Silver16). It is a retro scrolling space shooter.
- iOS: <https://itunes.apple.com/us/app/silver16/id931167331?mt=8>
- Android: <https://play.google.com/store/apps/details?id=com.companyname.Silver16>

Game designer and developer

Jan 2001 – 2009

KolobKreations | Euclid, OH (<http://www.kolobkreations.com>)

This is just the name of my “organization/company”, under which I developed all sorts of free video games for kids (bible games, strategy, role playing, arcade). Available at website.

Research and statistics consultant

May 2009 – 2010

SRA International | Cleveland, OH

- I assisted the CEO of SRA in preparing statistics and slides for his presentations to various clients.
- I mostly researched various phenomena in the news and in large databases to find patterns and compelling evidence of particular views.

Research and Marketing Consultant

Dec 2008 – 2009

Theory Garden | Cleveland, OH

- I worked with the CEO and CIO to further refine their products and develop marketing strategies and materials to promote their products.

Business Process Automation Consultant

Jun 2008 – 2009

National Service Alliance | Draper, UT

- I automated several of their tedious and time consuming processes formerly done by hand.
- I used VBA for Excel for most of these tasks. I saved them hundreds of man-hours each week.

Webmaster and Network Administrator

Jan 2005 - 2017

Arête Gymnastics | Lindon, UT (<http://aretegymnastics.com/>)

- I designed and developed their website and maintain it. I also designed and managed their intranet, and set up their HR and customer-facing systems.

Information Systems Intern

May 2006 – Sep 2006

Intermountain HealthCare | Salt Lake City, UT

- Worked with the systems architect to visualize flow of data and information in and out of the company.
- Worked closely with CSO to develop a disaster recovery plan for the Information Systems department.