

BIH-RU LEA, Ph.D.

Address: Department of Business & Information Technology
Missouri University of Science and Technology
301 W. 14th Street, Rolla, MO 65409

e-mail: leabi@mst.edu

LinkedIn: <https://www.linkedin.com/in/bihrulea>

Phone and FAX: (573) 341-6436 (Office), (573) 341-4812 (FAX)

Education and Certification:


Ph.D. Industrial Management , Clemson University, Clemson, South Carolina Dissertation Title: <i>The Impact of Management Accounting Alternatives in Different Manufacturing Environments</i> Focus Areas: Operation Management and Management Information Systems Advisor: Dr. Lawrence LaForge	05/1998
Master of Professional Accountancy , Clemson University, Clemson, South Carolina	05/1992
Bachelor of Business (Accounting) , Tamkang University, Taiwan, Republic of China	06/1988
Rapid Developer Certification , Mendix (Certificate Number: 13913)	07/2018
SAP Certified Business Associate , SAP America, Inc. (License No: 0008487257)	05/2011

Awards and Recognitions

1. Outstanding Accounting Alumni Award in Scholarship & Education, Tamkang University, Taipei, Taiwan	03/2024
2. Named in "Top 10 Outstanding ERP Professors," BSchools.org	03/2019
3. Outstanding Teaching Award, Missouri University of Science and Technology	12/2018
4. Instructional Innovation Award, Annual Conference, Decision Science Institute	11/2018
5. Best Learning and Education Research Paper Award, Annual Conference, Decision Science Institute	11/2018
6. Excellence in Service to Students Award, National Society of Leadership and Success - Sigma Alpha Phi, Missouri S&T Chapter	04/2018
7. Outstanding Professor Award of Excellence, Global Learning, Missouri University of Science and Technology	03/2017
8. Outstanding Teaching Award, Missouri University of Science & Technology	12/2016
9. Inspirational Women Award, Leadership, and Cultural Programs and Women's Programs, Missouri University of Science and Technology	2014
10. Outstanding Scholar Award, Midwest Chinese American Science & Technology Association, St. Louis, MO	2014
11. Global Learning 2010 Outstanding Teaching Commendation Award, Missouri University of Science and Technology	2010
12. Outstanding Teaching Award, Business & Information Technology, Missouri University of Science and Technology	2009
13. Team Coach, Champion of 2 nd International ERP Simulation Competition, Montreal, CA	06/2008
14. Beta Gamma Sigma	1998

Work Experience

- Associate Professor of Business & Information Technology, SAP Campus Coordinator, Center for ERP Director, Missouri University of Science and Technology, Rolla, Missouri.** 09/2008 - present
- Teach courses in the areas of Enterprise Resource Planning (ERP), Performance dashboard prototyping and Visualization, Data Warehouse Design and Implementation, Business Intelligence, ERP Configuration, and Implementation, and Supply Chain Management.
 - Coordinate, support, maintain, and upgrade SAP servers and Microsoft Dynamics ERP System with the Missouri S&T IT team to support classroom teaching and faculty research.
 - Coordinated and established graduate certificates and minors in Enterprise Resource Planning, Business Intelligence, Digital Supply Chain, and Mobile Business and Digital Transformation.
 - Led company engagement and established more than eighty major corporate partners for the Department of Business & Information Technology and Missouri S&T since 2003.
 - Responsible for the Center for ERP operations that include ERP curriculum design, corporate research, and education collaborations, student co-op/internship programs, and enrichment activities.
 - Led Faculty Qualification Committee and Curriculum Committee in AACSB Accreditation and Reaccreditations.
 - Responsible for Microsoft University Alliance, SAP Academic Alliance, Oracle Academic Alliance, and SAS University Programs.
- Visiting Scientist, Honeywell Kansas City National Security Campus, Kansas City, Missouri** 06/2023 - 08/2024
- Q Clearance (Inactive as of 08-2024. Eligible for reinstatement): Granted by the Department of Energy for sensitive/national security work.
 - Collaborate with digital engineering teams to map digital information flows (digital threads) across various systems, including Enterprise Resource Planning (ERP), Product Life Cycle Management (PLM), and Manufacturing Execution Systems (MES).
 - Work with cross-functional teams to develop a Bus Matrix, identify effective performance measures and Key Performance Indicators (KPIs), craft dimensional data models, and prototype strategic, analytical, and operational dashboards within an integrated ERP-PLM-MES environment.
 - Serve as Missouri S&T's faculty ambassador to identify research and education collaboration opportunities in the areas of ERP, Digital Engineering, and Smart Factory.
- Visiting Faculty, Department of Management, Clemson University, Clemson, South Carolina** 09/2019 - 12/2019
- Collaborated, exchanged, and developed research projects in the areas of healthcare Information Technology, Enterprise Resource Planning (ERP), and Supply Chain Management (SCM).
 - Provide
 - Exchanged best practices in curriculum design and student engagement in the areas of ERP, SCM, and logistic analytics.
 - Provide consultation and demonstrate capabilities and features of commercial ERP systems relevant and can be incorporated into classes in the supply chain, analytics, and accounting.
 - Collaborated and developed industry relationships in the areas of ERP and Supply Chain.
- SAP Consultant, ABB, Selmer, Tennessee.** 07/2019 - 08/2019
- Reviewed, validated, and recommended improvement in SAP architecture design and configuration.
 - Provided technical support and troubleshooting on SAP system operations and configuration.
 - Facilitated, reviewed, and developed user training and education plans and materials.
 - Developed use cases for ABB and ERP classes at Missouri S&T.
 - Developed collaboration plans between ABB and Missouri S&T.

- Faculty Research Fellow, BT Group plc (formerly British Telecom), London, United Kingdom** 06/2005
-07/2005
- Developed an Intelligent Enterprise Decision Simulator with a Stakeholder Monitor prototype utilizing text and data mining to monitor stakeholder news, enhancing decision-making and predicting technology trends.
 - Created a three-component architecture including a Tech Trend Unit for news retrieval, a Prediction Unit for stakeholder technology involvement, and a Monitoring Unit for visualizing technology adoption.
 - Established a decision support system to identify constraints, convert qualitative trends into quantifiable inputs, and assess the economic impact of technology adoptions, improving organizational efficiency.
- Assistant Professor of Business & Information Technology and SAP Campus Coordinator, Missouri University of Science and Technology, Rolla, Missouri.** 09/2003
- 08/2008
- Taught courses in the areas of accounting principles, managerial accounting, Enterprise Resource Planning (ERP), Strategic Enterprise Management, ERP Configuration and Implementation, and System Design and Analysis.
 - Initiated and was responsible for Microsoft University Alliance, SAP Academic Alliance, Oracle Academic Alliance, and SAS Academic Alliance programs.
 - Led and coordinated the establishment of the ERP program, an ERP minor, and an ERP Graduate Certificate.
 - Core faculty team in the curriculum design and deployment of the MBA program.
 - Core faculty team involved in the AACSB Accreditation.
- Assistant Professor of Computer Information Systems, University of Louisville, Louisville, Kentucky** 06/1999
- 05/2003
- Taught courses in the areas of computer programming, web programming, WWW development, and management information systems.
 - Served in the CIS Curriculum Development Committee to re-design the web-based CIS curriculum.
 - Initiated and deployed a multi-media interactive computer classroom for the CIS Department.
 - Actively involved in faculty development activities representing views of female and minority faculty in IT.
- Assistant Research Director, UPS Center for Worldwide Supply Chain Management, Logistics and Distribution Institute (UPS , University of Louisville, Louisville, Kentucky.** 06/1999
- 05/2003
- Coordinated research projects in the areas of enterprise resource planning (ERP), supply chain management (SCM), manufacturing performance, and management accounting systems.
- Assistant Professor of Management Information Systems, Anderson University, Anderson, South Carolina** 08/1998
- 05/1999
- Taught courses in the areas of computer application, programming, Web Design, database management, system design and analysis, management of information systems, and Internet utilization.
 - Played a key role in the Curriculum Development Committee to establish a Computer Information System (CIS) concentration for Anderson College.
 - Provided and coordinated faculty training in the areas of web design, computer application, hardware, and software maintenance.
 - A key faculty in coordinating the construction of multi-media enhanced interactive computer teaching classrooms.
 - Actively involved in the Technology Committee that oversaw the development of the computer technology blueprint for the College as a whole.
 - A key faculty coordinated the design and development of the Anderson College website.

- Visiting Instructor at Clemson University, Clemson, South Carolina** 05/1998
 • Taught courses in information system design and database management systems for the MBA program. - 07/1998
- Assistant Professor of Computer Science at Anderson University, Anderson, South Carolina** 08/1997
 • Taught Introduction to Information Processing, Computer Science I, Computer Science II, Computer Applications in Business, and Management of Information Systems. - 05/1998
 • Served as the webmaster for the Business Division, VanLab, and many other divisions.
 • Provided professional opinions and established guidance for computer technology development at Anderson College.
- Instructor, Anderson University, Anderson, South Carolina** 01/1997
 • Taught Introduction to Information Processing, Computer Science I, and Management of Information Systems. - 06/1997
- Research Assistant, Clemson Apparel Research, Clemson, South Carolina** 10/1996
 • Conduct system analysis and implementation. - 05/1997
 • Conduct simulation modeling and programming.

Research & Teaching Interests

- Enterprise Resource Planning (ERP) System Landscape and Architecture Design and Implementation
- Data Visualization and Decision Quality
- Impact of Performance Dashboards and Scorecards on Enterprise Strategies and Operations
- Visual Analytics and Intelligence on Supply Chain Visibility and Agility
- Enterprise Resource Planning (ERP) and Operational Effectiveness and Efficiency
- Cloud Computing and App Development
- Cognitive and Behavior Aspects in IT Education
- In-memory Data Warehouse Design and implementation in Analytics Support
- Influential Factors affecting Enterprise Mobility
- Business Application of Software Intelligent Agents
- Interdisciplinary Study in the Areas of Management Accounting Systems, Computer Information Systems, and Operations Management
- Impact of Information technology Usage on Business Education in Higher-Education Environments

Grants and Contracts

Grants & Proposals Under Review

1. Lea, B-R (PI: 75%), Murray, S. (Co-PI: 25%), Improving Supply Chain Resilience through an Integrated Production Operation Intelligent Enterprise Decision Dashboard System, \$120,000, Honeywell Kansas City National Security Campus. Submitted, 12/7/2023

Grants & Funding Awarded (Total Funded: \$652,857.13 + software grants Shared Credit: \$358,823.54 + software grants)

1. Lea, B-R. (PI: 40%), Yu, W. (Co-PI: 30%), Yu-Hsien Chiu (Co-PI: 30%), Online Asynchronous Enterprise Resource Planning (ERP) Program Development for Working Professionals and Military Service Members, \$49,800, Ignition Grant for Sustainable Educational Transformation (IGSET) Grant, Missouri University of Science and Technology. 2024 - 2025
2. Lea, B-R. (PI: 100%), Designing and Implementing an Asynchronous Online Course for Subjects Combining Theory and Practical Skills, \$10,000, Online Education, Missouri University of Science and Technology. 2023

3. Lea, B-R. (PI: 55%), Yu, W. (Co-PI: 15.5%), Hilgers, M. (Co-PI: 17%), Elrod, C. (Co-PI: 6%), Stanley (Co-PI: 4.5%), S., Eng. L. (Co-PI: 2.5%), *EnterpriseLive!* Phase I: Building an Integrated Living Business Simulation Platform, Infrastructure Enablement Proposal, \$100,000, Ignition Grant for Sustainable Educational Transformation (IGSET) Grant, Missouri University of Science and Technology. 2022 – 2023
4. Lea, B-R. (PI, 100%), Redesign and Deploy ERP 2110 Introduction to Enterprise Resource Planning (ERP) as a Blended Course, \$5,000, Center for Advancing Faculty Excellence (CAFÉ), Missouri University of Science and Technology. 2022 – 2023
5. Lea, B-R. (PI, 100%), ERP Simulation Competition Sponsorship, ATI, Peabody Energy, RSM, Olin, Kummer College \$2,600. 10/2022
-12/2022
6. Lea, B-R. (PI, 100%), ERP Education in Analytics and Data Modeling, \$2,450, Accenture, ATI, Olin, RSM, Spectrum. 04/2022
- 12/2022
7. Lea, B-R. (PI, 100%), The Role of Personality and Affect on Student Preference, Level of Engagement, and Learning Outcome between Instructor-led In-Person Computer Exercises and the Use of Recorded Computer Tutorials, \$2,601.99, Center for Advancing Faculty Excellence (CAFÉ), Missouri University of Science and Technology. 07/2021
-12/2022
8. Lea, B-R. (PI: 40%), Yu, W.B. (20%), Claybaugh, C. (20%), Chiu, Y. (20%), Advancing Enterprise Resource Planning (ERP) Education, Boeing, \$1,000 Annually. 2019
9. Lea, B-R. (PI, 100%), Expanding Research and Teaching Productivity through Collaboration with ABB, Clemson University, and University of Missouri – St. Louis, Mini-Sabbatical Grant, Center for Advancing Faculty Excellence (CAFÉ), Missouri University of Science and Technology, \$7,402.16. 2019
10. Lea, B-R. (PI, 100%), ERP Simulation Competition Sponsorship, Boeing, Deloitte, ABB, Peabody Energy, RSM, \$2,000. 2019
11. Lea, B-R. (PI, 70%), Claybaugh, C. (Co-PI, 30%) Influence of Cognitive Aptitude and Personality Traits on Performance of Learning an Enterprise Resource Planning (ERP) System, ROLLA_0059122_00065644_V101, Charter Communications, \$7,115 (shared credit: \$4980.5) 12/2018
12. Lea, B-R. (PI, 100%), ERP Simulation Competition Sponsorship, Boeing, Deloitte, Monsanto, Peabody Energy, RSM, Union Pacific, Walmart, \$2,734. 2018
13. Lea, B-R. (PI, 100%), \$2,500, Union Pacific Research Scholarship. 2017 - 2018
14. Lea, B-R. (PI, 100%), Influence of Visualization Model Complexity and Prior Autism Spectrum Disorder (ASD) Knowledge on Teachers' Ability for Early ASD Diagnosis, Eastman Chemical, \$1,500, 2016-2017. 2016 - 2017
15. Lea, B-R. (PI: 50%), Eng. L. (Co-PI: 50%), Impact of Cross-Functional Interdisciplinary Team Structure and Immersive Learning Environment on Students' Perception of the Learning Experience, Engagement, and Course Satisfaction, Office of Undergraduate Studies and Global Learning, Missouri S&T, awarded \$3,000 (shared credit: \$1,500). 2016 - 2017
16. Lea, B-R. (PI, 100%), ERP Simulation Competition Sponsorship, \$1,980, 2017. 2017
17. Lea, B-R. (PI, 100%), ERP Simulation Competition Sponsorship, \$2,660, 2016. 2016
18. Lea, B-R. (PI, 100%), Collaborative Supply Chain Planning Involving Local Entrepreneurs: A Fort Leonard Wood Case Study, Deloitte, \$900. 2015 – 2016
19. Lea, B-R. (PI, 45%), Smith, G. (Co-PI, 45%), Uetrecht, D. (Co-PI, 10%), HANA Appliance in Research & Teaching Support, as a part of Missouri S&T Virtualization and Big Data Infrastructure Laboratory, \$128,241.98. 2014 - 2016

20. Lea, B-R. (PI, 50%), Yu, W (Co-PI, 50%): Applications and Literature Review of In-memory Data Warehouse Architecture and Big Data Visualization Modeling in Medical Diagnostics Decision Process, \$5,000, Business & Information Technology. 2015 - 2016
21. Lea, B-R. (PI, 100%), Business Analytics & Big Data, \$1,000, Deloitte. 2015 - 2016
22. Lea, B-R. (PI, 100%), Autism Spectrum Disorder & Visualization, Eastman Chemical, \$1,500. 2015 - 2016
23. Lea, B-R. (PI, 100%), ERP Simulation Competition Sponsorship, \$1,200. 2015
24. Lea, B-R. (PI, 100%), Deloitte Case Competition, \$1,000. 2015
25. Lea, B-R. (PI, 65%), Donald Wunsch (Co-PI, 35%), In-Memory Database Design to Support Visualization in ASD Research, \$15,000 (shared credit: \$9,750), Missouri S&T Innovation Teams. 2015 - 2016
26. Lea, B-R. (PI, 100%), Assess effectiveness and efficiency of an in-memory HANA database utilizing column- and row-based design in supporting visual analytics, Eastman Chemical, \$1,000. 2015
27. Lea, B-R. (PI, 100%), Utilizing In-memory Computing in Teaching and Research: A Case Tutorial, \$1,500, Information Technology Missouri University of Science and Technology. 08/2014 - 12/2014
28. Lea, B-R. (PI, 100%), ConocoPhillips, \$2,000. 2014 - 2015
29. Lea, B-R. (PI, 100%), HANA: In-Memory Analytics, \$4,000 (\$3,000 from Avent, \$1,000 from Accenture). 2013 - 2014
30. Lea, B-R. (PI, 100%), Union Pacific Research Project, \$2,000 per year, Union Pacific. 2012 - 2015
31. Lea, B-R. (PI, 100%), ERP Simulation Competition, \$750 (Union Pacific, Junction Solutions). 2014
32. Lea, B-R. (PI, 100%), ERP Simulation Competition, \$1,200, Accenture, Junction Solutions, Avnet. 2013
33. Lea, B-R. (PI, 100%), International Biotechnology Enhanced by Cloud Computing Workshop, \$15,000, Taiwan National Science Council. 2011 - 2012
34. Lea, B-R. (PI, 100%), Employee Portal Monitoring and Usability Analysis, \$2,000, Peabody Energy. 2012
35. Lea, B-R. (PI, 100%), Enterprise Portal and Performance Dashboard Application, \$2,000, Peabody Energy. 2011
36. Lea, B-R. (PI, 100%), Role-Based Enterprise Portal, \$2,000, Peabody Energy. 2010
37. Lea, B-R. (PI, 100%), Strategic Performance Dashboard for Career Placement Service in a Higher Education Environment, \$4,500, Career Opportunity Center, Missouri University of Science and Technology. 2010
38. Lea, B-R. (PI, 50%), Yu, W-B (30%); and Qi, L (20%). UMR and Monsanto Partnership: Phase I Feasibility Investigation, Monsanto Company, \$14,272 (shared credit: \$7,136). 2007 - 2008
39. Lea, B-R. (PI, 50%) and Yu, W. B. (Co-PI, 50%), A Text Mining Enhanced Stakeholder Monitor in an Intelligent Enterprise Decision Simulator, \$8,100, British Telecom Research Fellowship. 06/2005
40. Lea, B-R. (PI, 100%), A Theory of Constraints-based Supply-Chain Performance Management Framework, \$25,000, Missouri Research Board. 2004 - 2005
41. DeKock, A. (30%, PI), Lea, B-R. (Co-PI, 30%), Yu, W-B. (Co-PI, 30%), et al., NSF 03-521 Partnerships for Innovations, National Science Foundation, renewed, Total funded: \$90,000 (shared credit: \$27,000). 09/2004 - 08/2006
42. DeKock, A. (30%, PI), Lea, B-R. (Co-PI, 30%), Yu, W-B. (Co-PI, 30%), NSF 03-521 Partnerships for Innovations, National Science Foundation, Total funded: \$90,000 (shared credit: \$27,000) 09/2003 - 08/2004

Software Grants Awarded (Market Value estimated at **\$889,800 - \$4,616,000** Note1)

1. Lea, B-R. (PI, 100%), SAP Software grants: Engineering Control Center (ECTR) Integration to CREO, SolidWorks, and AutoCAD, SAP Product Data Management Integration (PDMI), SAP. 2024
- present
2. Lea, B-R. (PI, 100%), SAP Software grants: SAP HANA 2.0, S/4HANA, BW4/HANA, BusinessObjects BI Platform Server 2.0, Sybase, SAP CRM, SAP SRM, SAP. 2018
- present
3. Lea, B-R. (PI, 100%), SAP Software grants: SAP BusinessObjects Software: BI Platform Server 1.0, Crystal Xcelsius, Metadata Bridges, Reporting, Enterprise Information, Query and Analysis, SAP. 2010
- present
4. Lea, B-R. (PI, 100%), SAP Software grant: SAP Business Suite Software, IDES, SAP Database Interface, SAP. 2008
- present
5. Lea, B-R. (PI, 100%), Microsoft Instructional Lab Grant, Computer Science, \$61,599. 1998 – 1999
6. Lea, B-R. (PI, 100%), Software Grant for classroom teaching from Sausage Software. 1995 - 1999

Note1:

Cost Component	On-Premise (One-Time Fee)	Notes	Estimated Market Value
Basic License	\$100,000 - \$1,000,000	I negotiated to have all SAP ERP Modules	\$100,000 - \$1,000,000
Named User Licenses (per user)	\$1,500 - \$4,000	Average 400 students per academic year	\$600,000 - \$1,600,000
Engine & Component Licenses	\$10,000 - \$200,000	I negotiated additional engines and 14 component licenses	\$10,000 - \$200,000
Implementation Costs	\$50,000 - \$500,000	I work with IT to implement all our systems	\$50,000 - \$500,000
Data Migration	\$60,000 - \$600,000	I managed the data migration	\$60,000 - \$600,000
Custom Development	\$20,000 - \$200,000	I lead our ERP faculty team to perform all custom courseware development	\$20,000 - \$200,000
Maintenance & Support	18-22% of license fee annually	I work with IT to maintain and support our SAP landscape	\$19,800 - \$216,000
Updates and Upgrades	\$5,000 - \$50,000	major upgrades in 2008, 2010, 2016, 2018, 2021, and 2023	\$30,000 - \$300,000
Estimated Market Value			\$889,800 - \$4,616,000

Data source: <https://www.erpresearch.com/en-us/sap/s4-hana-costs>

Publications

Manuscripts in Preparation

Lea, B-R., Assessment of An Enterprise Employee Portal Using Dashboard Monitoring System

Min, H., Lea, B-R., Influential Factors in Air Travel Choice: A Data Mining Approach.

Lea, B-R., Sumner, M., Mirchandani, D. The Role of Personality and Excitement on Student Preference, Level of Engagement, and Learning Outcome between Instructor-led In-Person computer Exercises and the Use of Recorded Computer Tutorials.

Refereed Journals Articles (N=29 (27 at Missouri S&T), Student researchers marked with an *)

1. Lea, B-R., Sumner, M., Mirchandani, D. (2024) The Relationship of Computer Aptitude, Excitements, and Intellect Imagination Personality Traits on Learning Success of Complex Enterprise Resource Planning Systems, International Journal of Business and Systems Research [ABDC-C; ABS 1; Scopus] Forthcoming

2. Lea, B-R. (2024) User types and project involvement in role-based enterprise portal design, Issues in Information Systems [Scopus] Forthcoming
3. Min, H., Lea, B-R. (2023, forthcoming). The Impact of Forecasting Error, Stream Level, and Control Mechanism of the Supply Chain Enhanced by Theory of Constraints on the Order Fill Rate and the Inventory Level, International Journal of Logistics Systems and Management. [ABS 1; Scopus] (DOI: 10.1504/IJLSM.2022.10049765) Forthcoming
4. Lea, B-R., Yu, W. (2024). Utilizing Interactive Dashboard to Improve University Career Service and Satisfaction: A Case Study. International Journal of Business and Systems Research, 18(2), 145 -169. [ABDC-C; ABS 1; Scopus] (Accepted 2023) 2024
5. Min, H., Lea, B-R. (2023). Motivators and Inhibitors for Business Analytics Adoption from the Cross-Cultural Perspectives: A Data Mining Approach, Information Systems Frontiers (DOI: <https://doi.org/10.1007/s10796-023-10399-1>). 1-22, May, 2023 [ABDC-A; ABS 3; ISI/SCI, Scopus] (Accepted 2022) 2023
6. Maxwell, J.*, Ayawah, P.*, Shaffer, L.*, Yu, W., Lea, B-R., (2022), the Impact of Environmental news Stories on Twitter Content, Issues in Information Systems, 23(4), 62-69. [Scopus] 2022
7. Lea, B-R., Yu, W., Min., H. (2022). Influential Factors in Decision Support Capabilities of a Mobile-Enable Interactive Analytical Dashboard, International Journal of Business and Systems Research, 16(4), 423-447. [ABDC-C; ABS 1; Scopus] (Accepted 2020) 2022
8. Min, H., Lea, B-R. (2022). Developing the profiles of business analytics adopters and non-adopters using data mining tools, Journal of Computer Information Systems, 62(5), 1048-1060. (DOI: 10.1080/08874417.2021.1967815). [ABDC-A; ABS 2; Scopus; ISI/SCI] (Accepted 2021) 2022
9. Lea, B-R., Mirchandani, D., Sumner, M, Yu, K.* (2022) Personality Types in Learning an Enterprise Resource Planning (ERP) System, Journal of Computer Information Systems, 62(2), 359-371. [ABDC-A; ABS 2; Scopus; ISI] (Accepted 2020) 2022
10. Lea, B-R., Eng. L. (2021), Exploring the Impact of Multi-class Teams in an Immersive Learning Environment on Student Learning Experience and Engagement, International Journal of Business and Systems Research, 15(1), 68-89. [ABDC-C; ABS 1; Scopus] (Accepted 2019) 2021
11. Lea, B-R., Yu, K.* , Engelke, A., Koob, C.* (2019), Big Five Personality Traits in Learning Complex Information Systems: A Case Study, Issues in Information Systems, 20 (4), 107-115. [Scopus] 2019
12. Lea, B-R., Yu, W., Min, H. (2018), Computer Knowledge on the Decision Support Capabilities of Interactive Analytical Dashboard, Issues in Information Systems, 19 (4), 140-149. [Scopus] 2018
13. Lea, B-R., Yu, W., Min, H. (2018), Data Visualization for Assessing the Biofuel Commercialization Potential within the Business Intelligence Framework, Journal of Cleaner Production, 188, 921-941. [ABDC-A; ABS 2; Scopus; ISI/SCI] 2018
14. Lea, B-R., Yu, W., Min, H. (2017), Data visualization: a case study in Renewable energy, Issues in Information Systems, 18(3), 195-205. [Scopus] 2017
15. Eng., L., Lea, B-R., Cai, R.* (2014), Use of Clickers for Assurance of Learning in Introductory Financial Accounting, Advances in Accounting Education, 14, 269-291. [ABDC-C; ABS 1; Scopus;] 2014
16. Lea, B., Nah, F. (2013), Usability of Performance Dashboards, Usefulness of Operational and Tactical Support, and Quality of Strategic Support: A Research Framework, in *Lecture Notes in Computer Science 8017*, Yamamoto S. (editor), Springer-Verlag, 116-123. [Scopus] 2013
17. Yu, W. B., Min, H., Lea, B-R. (2012), A Multiple-Agent Based System for Forecasting the Ice Cream Demand Using Climactic Information. *Advances In Intelligent Systems and Computing*, Edited by Jorge Cassillas, Francisco J. Martinez-Lopez, And Juan M. Corchado, Berlin, Heidelberg: Springer-Verlag, 171 (6), 227-238. [Scopus] 2012
18. Lea, B-R. (2011), Measuring Performance of Social Network-Based Virtual Community: A Balanced Scorecard Approach, International Journal of Business and Systems Research, 5(3), 281-304. [ABDC-C; ABS 1; Scopus] 2011

19. Lea, B-R., Brown, C.* (2009), Cooperative Lecture Style and Student Learning in an Introductory Computer Programming Course, *International Journal of Innovation and Learning*, 6(2), 192-216. [ABDC-C, Scopus, ISI/SCI] 2009
20. Lea, B-R. (2008), Clickers Adoption in a Small Class Setting, 39(4), 7-11, *Decision Line* [Scopus]. 2008
21. Lea, B-R., Yu, W.B., Kannan, P.* (2007), Social Network Enhanced Digital City Management and Innovation Success: A Prototype Design. Keynote paper, 16(3), 1-22, *Journal of International Technology and Information Management*. [ABDC-C] 2007
22. Lea, B-R. (2007), Management Accounting Systems in an ERP Integrated Environment. *Industrial Management & Data Systems*, 107(8), 1188-1211. [ABDC-A; ABS 2; Scopus; ISI/SCI] 2007
23. Yu, W.B., Lea, B-R., Guruswamy, B.* (2007), A Theoretic Framework Integrating Text Mining and Energy Demand Forecasting, *International Journal of Electronic Business Management*, Special issue on E-business applications in the Energy Sector, 5(1), 211-224. 2007
24. Lea, B-R., Yu, W.B., Maguluru, N.*, Nicholas, M. (2006), Enhancing Business Networks Using Social Network-Based Virtual Communities, *Industrial Management and Data Systems*, 106(1), 121 – 138. [ABDC-A; ABS 2; Scopus; ISI/SCI] 2006
25. Lea, B-R. (2005), Leveraging Information Technology to Gain Competitive Advantage: A Case Study on General Electric Consumer Products, *Journal of International Technology, and Information Management*, 14(1), 25-40. [ABDC-C] 2005
26. Lea, B-R., Gupta, M., Yu, W.B. (2005), A Prototype Multi-Agent ERP Systems - An Integrated Architecture and a Conceptual Framework, *Technovation*, 25(4), 433-441. [ABDC-A; ABS 3; Scopus; ISI/SCI] 2005
27. Lea, B-R., Min, H. (2003), The Impact of Management Accounting Systems on Just-In-Time and Theory of Constraints-based Manufacturing, *International Journal of Production Research*, 41(13), 2879-2910. [ABDC-A; ABS 3; Scopus; ISI/SCI] 2003
28. Lea, B-R., Fredendall, L. (2002), The Impact of Management Accounting, Product Structure, Product Mix Algorithm, and Planning Horizon on Manufacturing Performance, *International Journal of Production Economics*, 79(3), 279-299. [ABDC-A; ABS 3; Scopus; ISI/SCI] 2002
29. Fredendall, L., Lea, B-R. (1997), Improving the Order Mix Heuristic in the Theory of Constraints, *International Journal of Production Research*, 35(6), 1535-1544. [ABDC-A; ABS 3; Scopus; ISI/SCI] 1997

Refereed Conference Proceedings (N=38 (33 at Missouri S&T), Student researchers marked with an *)

1. Lea, B-R. (2024), User Types and Their Project Involvement on Role-based Enterprise Portal Design: A Case Study, 64th Annual Conference of International Association for Computer Information Systems (IACIS), October 2-5, Atlantic Beach, Florida Forthcoming
2. Lea, B-R., Mirchandani, D., Sumner, M. (2020), Predicting Success in Using ERP System, ACM SIGMIS Computers and People Research, Nuremberg, Germany, June 19-21, 162-163, 2020 (Virtual Conference). 2020
3. Lea, B-R., Yu, K.*, Mirchandani, D., Sumner, M., Nhu, T.* (2019), Personality Types as Performance Predictors in Learning a Complex Enterprise Resource Planning System, *Decision Sciences 2019 Annual Conference*, New Orleans, LA, November 23-25. 2019
4. Lea, B-R., Yu, W. (2018), Performance Dashboard in Higher Education: A University Career Service Case Study, pp. 1160 - 1174, *Decision Sciences 2018 Annual Conference*, Chicago, IL, November 17-19. 2018
5. Lea, B-R., Eng., L. (2018), Student Learning Experience and Engagement Utilizing Multi-Class Interdisciplinary Teams in an Immersive Learning Environment, 178-1 - 178-27, *Decision Sciences Annual Conference*, Chicago, IL, November 17-19. 2018
6. Xiao, H.*, Li, C.*, Yu, Y., Yu., W., Lea, B-R. (2018), Text Mining on Consumer Reviews of Internet 2018

of Things (IoT) Applications, pp. 1660-1665, Decision Sciences Annual Conference, Chicago, IL, November 17-19.

7. Lea, B-R., Yu, W. (2017), Effectiveness and Efficiency of Enterprise Analytical Dashboard on Decision Support: A Case Study, pp. 1291893-1 – 1291893-11, Decision Sciences Annual Conference, Washington, D.C., November 18-20. 2017
8. Lea, B-R., Mirchandani, D., Sumner, M. (2017), Cognitive Aptitude, Personality Traits, and Demographic Background as Performance Predictors in Learning a Complex Enterprise System, 1292190-1 – 1292190-9, Decision Sciences Annual Conference, Washington, D.C., November 18-20. 2017
9. Yu, W., Lea, B-R., Mohini, A. *, Soni, S. *₂ (2017), Sentiment Analysis of Public Opinions: A Case Study on Tesla's Autonomous Electric Cars, Decision Sciences Annual Conference, 1292171-1 – 1292171-9, Washington, D.C., November 18-20. 2017
10. Lea, B-R., Yu, W., Claybaugh, C, Uetrecht, D. (2016), Utilizing Genotype and Phenotype Data in Visual Discovery to Support Evidence-Based Practice in Descriptive, Predictive, and Prescriptive, Ozark Biomedical Initiative Collaborative Research Symposium, Rolla, MO, USA. February 24. 2016
11. Lea, B-R., Yu, W., Claybaugh, C., Long, M. (2016), Impact of Device Type, Demographics, and Computer Knowledge on Effectiveness and Efficiency of Enterprise Visual Analytical Applications, Proceedings of the Nineteenth SAP Academic Conference Americas, San Diego, CA, USA, February 16-18. 2016
12. Jin, L, Lea, B-R., Deng, X. (2014), An Explorative Study of Mobility Adoption in the Enterprise, 20th Americas Conference on Information Systems, Savannah, Georgia, USA, August 7 -10. 2014
13. Lea, B-R., Nah, F. (2013), Usability of Performance Dashboards, Usefulness of Operational and Tactical Support, and Quality of Strategic Support: A Research Framework, 15th International Conference on Human-Computer Interaction, Las Vegas, Nevada, USA, July 21 – 26. 2013
14. Yu, W-B, Min, H., Lea, B-R. (2012), A Multiple-Agent Based System for Forecasting the Ice Cream Demand Using Climatic Information, 2012 International Symposium on Management Intelligent Systems, Salamanca, Spain, July 11-13. 2012
15. Lea, B-R., Hall, D.* (2012), Leveraging Information Technology for Balanced Scorecard Prototyping and Implementation: A State Department of Transportation Case, 2012 Annual Conference of Transportation Research Board, Washington, DC, January 22-26. 2012
16. Lea, B-R., Sequeira, D.* (2011), Impact of Management Role, Gender, and Level of Project Involvement on Corporate Governance in a Role-Based Enterprise Portal Environment, 4761-5766, 2011 Decision Sciences Annual Conference, Boston, MA, November 19-22. 2011
17. San-Adam, T. *, Yu, W., Lea, B-R. (2011), Applying Text Timing in Corporate Spin-off Disclosure Statement Analysis: Understanding the Main Concerns and Recommendation of Appropriate Term Weights. 4441-4446, 2011 Decision Sciences Annual Conference, Boston, MA, November 19-22. 2011
18. Sekar, A. *, Yu, W.B., Lin, Y., Lea, B-R. (2011), Applying Text Mining in Corporate Spin-Off Disclosure Statement Analysis: Understanding the Main Concerns and Recommendation of Appropriate Term Weights, 4751-4756, 2011 Decision Sciences Annual Conference, Boston, MA, November 19-22. 2011
19. Lea, B-R. (2010), Teaching Financial Accounting in an ERP System Environment, Conference on Teaching and Learning in Accounting (CTLA), AAA Annual Meeting, San Francisco, California, July 31-August 4. 2010
20. Lea, B-R. (2010), Comparison of Dashboard-Based and Balanced Scorecard-Based Corporate Performance Management System in an Enterprise Resource Planning Environment, 2010 DSI Annual Meeting, San Diego, CA, November 20 - 23. 2010

21. Lea, B-R., Hall, D.* (2008), A Balanced Scorecard Prototype in a State Department of Transportation, 39th Annual Conference of Decision Sciences Institute, 5231-5236, Baltimore, Maryland, November 22-25. 2008
22. Lea, B-R., Yu, W. B., Oboh-Ikuenobe, F. (2007), Application of Text Mining and Data Mining in Paleontology Taxon Recommendation and Search System, 5091-2096, Proceedings of 38th Annual Conference of Decision Sciences Institute, Phoenix, Arizona, November 17-20. 2007
23. Lea, B-R., Maguluru, N*., and Kannan, P. * (2006), Application of Balanced Scorecard to a Social Network-Based Virtual Community, 27271-27276, Proceeding of the 37th Annual Conference of Decision Sciences Institute, San Antonio, Texas November 18-21. 2006
24. Lea, B-R., Brown, C.* (2006), Impact of Cooperative Lecture Style on Learning Introductory Computer Programming, 30231-30236, Proceeding of the 37th Annual Conference of Decision Sciences Institute, San Antonio, Texas November 18-21. 2006
25. Yu, W. B., Lea, B-R., Guruswamy, B.* (2006), Sentiment Analysis: Retrieving Positive or Negative Polarities in News Articles Using Information Agents, Proceeding of the 37th Annual Conference of Decision Sciences Institute, San Antonio, Texas November 18-21. 2006
26. Yu, W. B., Lea, B-R., Oboh-Ikuenobe, F. (2006), Application of Text Mining in Developing Standardized Descriptions of Taxa in Paleontology: A Framework, 37, Proceedings of the Geoinformatics 2006 Conference, Reston, VA, May 10 -12. 2006
27. Lea, B-R., Yu, W.B., Kannan, P.* (2005), A Social Network Based Information City for Innovation Success, Proceeding of the 36th Annual Conference of Decision Sciences Institute, San Francisco, CA, 14031-14036, November19-22. 2005
28. Lea, B-R., Kumar, S.* (2005), The Impact Forecast Error on the performance of the supply chain, Proceeding of the 36th Annual Conference of Decision Sciences Institute, 16341-16346, San Francisco, CA, November19-22. 2005
29. Lea, B-R., Yu, W.B., Maguluru, N.*₁ Nichols, M. (2005), Social Networks in the Technology Era: Roles of Digital Cities in Enhancing Business Networks, Proceeding of the 2005 Americas Conference on Information Systems, 3501-3513, 2005, Omaha, Nebraska, August 11-14. 2005
30. Lea, B-R., Yu, W.B., and Deokule, S.* (2005), Conceptual Framework of Using Collaborative Filtering Algorithms to Enhance Keyword Search, Proceeding of the 10th Annual Meeting of Asia-Pacific Decision Sciences Institute, Taipei, Taiwan, June 28 - July 2. 2005
31. Lea, B-R., Yu, W.B., Ma, Y.* (2005), A Review of Municipally Owned Information Cities between the United States and Europe, Proceeding of International Association of Computer Information Systems Pacific Proceeding of the 2005 Conference, 530-537, Taipei, Taiwan, May 19-21. 2005
32. Lea, B-R. (2004), Leverage Information Technology to Gain Competitive Advantage: A Case Study on General Electric Consumer Products, Proceeding of the 35th Annual Conference of Decision Sciences Institute, 6521-6526, Boston, MA, November 20-23. 2004
33. Lea, B-R. (2003), The Use of Information Technology to Improve Operational Efficiency in A Public School System: A Case Study, submission #334, 1-6, Proceeding of the 34th Annual Conference of Decision Sciences Institute, Washington, DC, November 22-25. 2003
34. Lea, B-R., Yu, W.B. (2002), A Multiple-Agent Based ERP Architecture, Proceeding of the 33rd Annual Conference of Decision Sciences Institute, 735-740, San Diego, California, November 23-26. 2002
35. Lea, B-R., Yu, W.B. (2002), A Multiple-Agent Enterprise Resource Planning Architecture, Proceeding of the 13th Annual Conference of Production and Operations Management, San Francisco, LA, April 5-8. 2002
36. Lea, B-R. (2000), The Impact of Management Accounting Information Systems on Manufacturing Performance in JIT, TOC, and MRP, Proceeding of the 31st Annual Conference of Decision Sciences Institute, 975-977, Orlando, FL, November. 2000

37. Lea, B-R., Fredendall, L. (1999), The Performance of ABC Costing, Throughput Accounting, and Traditional Costing in a TOC Environment, Proceeding of the 30th Annual Meeting of the Decision Science Institute Proceeding, 35-37. 1999
38. Lea, B-R., Fredendall, L. (1994), Theory of Constraints: A Heuristic to Solve the Order Mix Problem, Proceedings of Southeast Region of the Decision Science Institute. 1994

Refereed Presentations (N = 28 (21 at Missouri S&T); Student researchers marked with an *)

1. Maxwell, J.* , Ayawah, P.* , Shaffer, L.* , Yu, W., Lea, B-R. (2022), the Impact of Environmental news Stories on Twitter Content, 62nd Annual Conference of International Association for Computer Information Systems (IACIS), Las Vegas, Nevada, October 5 – 8. 2022
2. Bliemel, M., Lea, B-R., Fredendall, L., Khalil, E. (2019), A Research and Teaching Platform for Attack and Defense in ERP systems, International Conference on Information Systems (ICIS) 2019 Conference, Munich, Germany, December 15-18. 2019
3. Lea, B-R., Yu, K.* , Engelke, A., Koob, C.* (2019), Big Five Personality Traits in Learning Complex Information Systems: A Case Study, 59th Annual Conference of International Association for Computer Information Systems (IACIS), Clearwater Beach, Florida, October 2 – 5. 2019
4. Min, H., Lea, B-R., (2019), Developing the Profiles of Business Analytics Adopters using Data Mining Tools, Decision Sciences Annual Conference, New Orleans, LA, November 23-25, 2019. 2019
5. Freeze, R., Bristow, S., Lea, B-R. (2019) S/4HANA: Introduction, Configuration, and Fiori, SAP Next-Gen Conference, Milwaukee, WI, July 14-15. 2019
6. Lea, B-R., Chiu, Y. (2018), Explore Relations between Personality and Academic Performance in an Introductory Enterprise Resource Planning Course, Decision Sciences Annual Conference, Chicago, IL, November 17-19. <https://dsi-annualmeeting2018.exordo.com/programme/presentation/1025> 2018
7. Lea, B-R., Min, H. (2018), The Impact of Forecasting Error, Stream Level, and Control Mechanism on a Theory of Constraints based Supply Chain, Decision Sciences Annual Conference, Chicago, IL, November 17-19. <https://dsi-annualmeeting2018.exordo.com/programme/presentation/292> 2018
8. Lea, B-R., Yu, W., Min, H. (2018), Computer Knowledge on the Decision Support Capabilities of Interactive Analytical Dashboard, 58th Annual 2017 International Association for Computer Information Systems (IACIS) Conference, Clearwater Beach, Florida, October 3-6. 2018
9. Lea, B-R., Yu, W., Min, H. (2017), Data Visualization: A Case Study in Renewable Energy, 57th Annual 2017 International Association for Computer Information Systems (IACIS) Conference, Philadelphia, PA, October 4-7. 2017
10. Lea, B-R., Eng., L. (2017), Student Perceptions of Cross-Functional Interdisciplinary Teams for Projects, 2017 Teaching and Learning Technology Conference, Rolla, MO, March 16-17. 2017
11. Lea, B-R., Smith, G. (2015), Leveraging HANA in Autism Spectrum Disorder (ASD) research, 18th SAP Academic Conference, Tempe, AZ, April 9-10. 2015
12. Lea, B-R., Campbell, B (2012), Monitoring Enterprise Portal Usage for Continuous Design Improvement, 2012 ASUG Annual Conference, Orlando, FL, May 14 – 16. 2012
13. Lea, B-R., Sequeira, D.* , Socha, J., Bartlett, K. (2012), Improve Usability and Effectiveness of Employee Portal through an SAP KM Dashboard Monitoring System: Peabody Energy's Journey, 2012 ASUG Annual Conference, Orlando, FL, May 14 – 16. 2012
14. Lea, B-R. (2010), Visualize Impact of Accounting Transactions through Enterprise Resource Planning (ERP) System Integration, AAA Annual Meeting, San Francisco, California, July 31-August 4. 2010

15. Lea, B-R., Yu, W.B., Gallaway, J.* (2009), Investigation of Factors on Effectiveness of Clicker Classroom Adoption, 40th Annual Conference of Decision Sciences Institute, New Orleans, Louisiana, November 14-17. 2009
16. Lea, B-R., Jordan, M., Hsieh, C., Czech, H., Swisher, J. (2008), Bring Managerial Relevance to Business Curriculum through ERP Education, 39th Annual Conference of Decision Sciences Institute, 5231-5236, Baltimore, Maryland, November 22-25. 2008
17. Lea, B-R. (2007), Student Learning Outcome and Personal Response System (Clickers) in a Small Class Setting, 38th Annual Conference of Decision Sciences Institute, Phoenix, Arizona, November 17-20. 2007
18. Lea, B-R., Yu, W.B. (2007), Enhancing Supply Chain Management with A Text Mining Enhanced Stakeholder Monitor, 18th Annual POMS Conference, Dallas, Texas, May 4-7. 2007
19. Lea, B-R. (2006), Improve Supply Chain Performance Using TOC based TDD and IDD Measures, 37th Annual Conference of Decision Sciences Institute, San Antonio, Texas November 18-21. 2006
20. Lea, B-R. (2006), Theory of Constraint Enhanced Supply Chain Performance Measurement: A Tutorial, 23rd Annual Conference of MCASTA, St. Louis, Missouri, September 16. 2006
21. Lea, B-R. (2004), Information City: A Review from Business Perspectives, 35th Annual Conference of Decision Sciences Institute, Boston, MA, November 20-23. 2004
22. Lea, B-R. (2003), The Impact of E-Commerce on Non-Profit Organizations: A Case Study, 14th Annual Conference of Production and Operations Management, Savannah, Georgia, April 4-7. 2003
23. Lea, B-R. (2002), The Role of Business Simulation in ERP and SCM Implementation, 33rd Annual Conference of Decision Sciences Institute, San Diego, California, November 23-26. 2002
24. Lea, B-R., Yu, W. B. (2001), ERP Implementation and Software Agents, International Conference on Electronic Business, Hong Kong, December 19-21. 2001
25. Lea, B-R., Yu, W.B. (2001), Using an Intelligent Agent as an ERP Implementation Alternative, INFORMS Annual Meeting, Miami Beach, FL, November 4-7. 2001
26. Lea, B-R., Yu, W.B. (2000), ERP Simulation Design for JIT production with activity-based costing, Winter Simulation Conference, Orlando, FL, December 10-13. 2000
27. Lea, B-R., Yu, W.B. (2000), The Impact of Safety Stock Selection and Management Accounting Alternatives on Manufacturing Performance, 11th Annual Conference of Production and Operations Management, San Antonio, TX, April 1-5. 2000
28. Lea, B-R., Fredendall, L. (1999), The Impact of Accounting Systems, BOM Structures, and Product Mix Algorithms on Manufacturing Performance, 10th Annual Conference of Production and Operations Management, Charleston, SC, April. 1999

Invited Lectures/Talks, Presentations, and Workshops

(N=51 (49 at Missouri S&T); Student researchers marked with an *)

1. Lea, B-R. (2024), Forecast Models in Material Management and Supplier Management: Examples using SAP S/4HANA ERP System, Honeywell Kansas City National Security Campus (KCNSC), July 31, 2024. 2024
2. Lea, B-R. (2024), Enterprise Structure and Architecture: Examples using SAP S/4HANA ERP System, Honeywell Kansas City National Security Campus (KCNSC), July 26, 2024. 2024
3. Lea, B-R. (2024), Data Model, APIs, and Analytics in Supporting Project Management in SAP S/4HANA ERP System, Honeywell Kansas City National Security Campus (KCNSC), July 26, 2024. 2024
4. Lea, B-R. (2024), Bill of Materials (BOM) Configuration in SAP S/4HANA ERP Systems, Honeywell Kansas City National Security Campus (KCNSC), July 23, 2024. 2024
5. Lea, B-R. (2024), Streamlined Data Modeling, APIs, and Analytics in SAP S/4HANA ERP System, 2024

Honeywell Kansas City National Security Campus (KCNSC), July 16, 2024.

6. Lea, B-R. (2024), New ERP System Implementation: Opportunities and Challenges for Digital Engineering, Honeywell Kansas City National Security Campus (KCNSC), July 15, 2024. 2024
7. Lea, B-R. (2024), Utilizing Master Data Configuration and Versions of Routing to Improve Production Flexibility in SAP S/4HANA ERP Systems, Honeywell Kansas City National Security Campus (KCNSC), July 2 & July 9, 2024. 2024
8. Lea, B-R. (2024), Material Master Management and Integrated Analytics in supporting Digital Information Flow: Examples using SAP S/4HANA ERP Systems, Honeywell Kansas City National Security Campus (KCNSC), June 26, 2024. 2024
9. Lea, B-R. (2024), Accounting Information System in the Era of AI and Industry 4.0, Tamkang University, Taipei, Taiwan. May 21. 2024
10. Lea, B-R. (2023), Panelist, ERPSim for Research Panel Discussion, SAP Next-Gen Chapter Conference, ERPSim Lab, Montreal, CA, Online Conference, September 26-27 2023
11. Lea, B-R. (2023), ERP System Architecture and Business Process Integration, Honeywell Kansas City National Security Campus (KCNSC), August 11. 2023
12. Lea, B-R. (2023), Configuring Routings for Production, Planning, and Costing, Honeywell Kansas City National Security Campus (KCNSC), August 9. 2023
13. Lea, B-R. (2023), Production Order Split, Non-Confomatory (defects) products, Cost Management, and Quality Management in ERP Systems: Examples using SAP S/4 HANA ERP, Honeywell Kansas City National Security Campus (KCNSC), July 20. 2023
14. Lea, B-R. (2023), Workshop: SAP S/4 HANA In-memory ERP System Overview and Hands-on Applications, Honeywell Kansas City National Security Campus (KCNSC), July 14. 2023
15. Lea, B-R. (2023), Workshop: Manufacturing Execution System in SAP S/4HANA ERP System: Bill of Materials, Routing, and Production, Honeywell Kansas City National Security Campus (KCNSC), July 11. 2023
16. Lea, B-R. (2023), SAP S/4 HANA In-memory ERP System Overview and Master Data Management, Honeywell Kansas City National Security Campus (KCNSC), July 11. 2023
17. Lea, B-R. (2023), ERP System Landscape, Integrated Analytical Apps, and App Security, Honeywell Kansas City National Security Campus (KCNSC), July 6. 2023
18. Lea, B-R. (2019), Missouri University of Science & Tech - Enterprise Security and Digital Supply Chain Chapter, SAP Next-Gen Chapter Conference, Milwaukee, WI, July 14-15. 2019
19. Lea, B-R. (2019), Visualize Demand Forecast using in-memory SAP S/4HANA ERP System, Bowling Green State University, April 26. 2019
20. Lea, B-R. (2019), Leveraging SAP UA Resources for Faculty Research & Teaching Improvement, Bowling Green State University, April 26. 2019
21. Lea, B-R. (2018), Leverage In-Memory Technology and High-Dimensional Visual Discovery in Big Data Analytics: An Autism Spectrum Disorder (ASD) Application Case, Midwest Chinese American Science & Technology Association, St. Louis, MO. September 10. 2018
22. Lea, B-R., Clabaugh, C. (2018), In-memory ERP System, LMI Aerospace, St. Louis, MO. November 30. 2018
23. Lea, B-R., Claybaugh, C., Smith, G., (2016), NextGen In-Memory ERP Systems Workforce Education, Boeing, St. Louis, MO. December 6. 2016
24. Lea, B-R. (2016), Leverage In-Memory Technology and High-Dimensional Visual Discovery in Big Data Analytics: An Autism Spectrum Disorder (ASD) Application Case, Midwest Chinese American Science & Technology Association, St. Louis, MO. September 10. 2016
25. Lea, B-R. (2015), Sit with Me: Women & Information Technology, Eastman, Kingsport, TN. July 30-31. 2015

26. Lea, B-R. (2015), Overview of ERP Education, Research, and Industry Project Collaboration at Missouri S&T, ConocoPhillips, Bartlesville, OK. February 24 - 26. 2015
27. Lea, B-R., Wiebe, H, Smith, G. (2014), Overview of ERP Education, Custom Corporate Education, and Research Showcase, Eastman, St. Louis, August 21. 2014
28. Lea, B-R. (2013), SAP HANA System and Tools in In-Memory Computation, ASUG, St. Louis, November 15. 2013
29. Lea, B-R., Claybaugh, C. (2013), The Journey of Our Journey to SAP Mobility / Sybase Unwired Platform, ASUG, St. Louis, February 8. 2013
30. Lea, B-R., (2013), Accounting Information System and ERP, Ernst & Young, St. Louis, January 30. 2013
31. Lea, B-R., (2012), Business Process and Database Configuration for Web semi-Bulk Product Offering, Sigma-Aldrich, St. Louis, November 19. 2012
32. Lea, B-R., Claybaugh, C., Wiebe, H., Supporting Heavy Manufacturing with ERP Integration, Caterpillar, Peoria, IL, April 28. 2011
33. Lea, B-R., Claybaugh, C., Wiebe, H., ERP Education, Research, and Industry Collaboration at Missouri S&T, Caterpillar HPMP – Boonville, April 1. 2011
34. Lea, B-R., Chopra, M.*; Han, Y.P.* (2010), Enterprise Performance Dashboard, ASUG, St. Louis Chapter, St. Louis, MO, March 5. 2010
35. Lea, B-R., Sequeira, D.* (2010), Enterprise Portal and Corporate Governance, ASUG, St. Louis Chapter, St. Louis, MO, March 5. 2010
36. Lea, B-R. Wiebe, H. (2009), Missouri S&T Enterprise Resource Planning, Booze Allen Hamilton, Fort Leonard Wood, MO, July 22. 2009
37. Lea, B-R., Jason Durbin* (2009), Balanced Scorecard Prototyping: A Case Study, Novus International, May 22. 2009
38. Lea, B-R. (2009), Going beyond transaction-based (point and click) exercises, SAP Curriculum Congress, Charlotte, NC., March 12 -13. 2009
39. Lea, B-R. (2008), Application of Theory of Constraints based Performance Measurement in Supply Chain Management, I-Shou University, Taiwan, June 11. 2008
40. Lea, B-R. (2008), How to integrate ERPsim in your curriculum: The Accounting Perspective, ERPsim User Group Conference 2008, Canadian Academic Accounting Association (CAAA), Montréal, Canada, April 17 – 18. 2008
41. Lea, B-R. (2008), Customer Relationship Management with Business Intelligence and Performance Management with Balanced Scorecard, ERPsim User Group Conference 2008, Canadian Academic Accounting Association (CAAA), Montréal, Canada, April 17 – 18. 2008
42. Lea, B-R., Aggarwal, S.* , Jaidka A.* (2008), Improving Decision Quality with BI Queries and Balanced Scorecard, SAP Curriculum Congress 2008, Atlanta, GA, February 27 – March 1. 2008
43. Lea, B-R., Yu, W.B. (2007), An Integrated, Cross-functional, Multidisciplinary MBA Curriculum Design, National United University, Taiwan, June 13. 2007
44. Lea, B-R. (2007), Student Learning Outcome and Personal Response System (Clickers) in a Small Class Setting, University of Missouri-Rolla, April 27. 2007
45. Lea, B-R., Fisher, C (2007), Onsite MISSOURI S&T Sponsored Childcare Facility: A Need Assessment, Women Advancing Excellence, University of Missouri-Rolla, April 18. 2007
46. Lea, B-R., Yu, W.B., Srinivisan, S. (2006), SAP Faculty Training Workshop, Rolla, MO, June 5-10. 2006
47. Lea, B-R. (2004), A Theory of Constraints-based Supply-Chain Performance Management Framework, Research Seminar, School of Management & Information Systems, April. 2004
48. Lea, B-R. (2004), Prototype of Innovation Information Infrastructure, Kauffman Foundation, 2004

Kansas City, MO, February.

49. Lea, B-R., Yu, W.B. (2002), ERP Implementation and Software Agents, Research Seminar, College of Business and Public Administration, University of Louisville, April. 2004
50. Lea, B-R. (2001), The Role of Business Simulation in ERP and SCM, Guest Speaker Seminar Series, UPS Center for Worldwide Supply Chain Management, Logistics and Distribution Institute, University of Louisville, March 18. 2001
51. Lea, B-R. (1998), A Simulation Study of Management Accounting Alternatives in Different Manufacturing Environments, Third Annual Graduate Student Research Forum at Clemson University. 1998

Refereed Book Chapter

1. Lea, B-R. (2011), Beyond ERP: Enhancing Decision Making through Performance Dashboards and Scorecards, in Readings on Enterprise Resource Planning, ERPsim Lab, HEC Montréal (ISBN: 978-0-9866653-3-2). 2011

Working Papers & White Paper

1. Madria, S., Lea, B-R., Sandel, D. (2014), Big Data Regional Hub for Smart Living Research, Education and Training, 2014, Big Data Regional Innovation Hubs, National Science Foundation, November 1. 2014
2. Lea, B-R. (2002), Performance of Different Management Accounting Systems with Various Management Control Styles and Product Mix Algorithms in an ERP Environment, UPS Center for Worldwide Supply Chain Management, Logistics and Distribution Institute, University of Louisville, Working Paper Series No. 2002-7. 2002
3. Lea, B-R. (2001), Hokey Min, The Impact of Management Accounting Systems on Just-In-Time and Theory of Constraints-based Manufacturing, UPS Center for Worldwide Supply Chain Management, Logistics and Distribution Institute, University of Louisville, Working Paper Series No. 2001-13. 2001
4. Lea, B-R. (1990), The Automation of Accounting Systems, Accounting Research & Development Foundation of R.O.C. 1990

Theses and Research Advising

Graduate (Master's) Student Thesis Advisor (N= 13; view abstracts <https://erp.mst.edu/research/graduatesearch/>)

1. Aditi Mishra, Assessment of an Employee Enterprise Portal Using Dashboard Monitoring System: A Case Study. 2011 – 2013
2. Ran Cai, Improve Student Learning Outcome through Personal Response System. 2010 – 2011
3. Rutuja Honnatti, Application of Performance Dashboards in Career Placement Service in Higher Education. 2010 – 2011
4. Madhu Chopra, Improve Commercialization Success of Algae-based Biofuel using Performance Dashboards and Scorecards. 2009 – 2010
5. Daniel Sequeira, Role-Based Enterprise Portal, and Corporate Governance: A Human Resource Portal Case Study. 2009 – 2010
6. Y. P. Han, Application of Performance Dashboard Technology in Transportation Infrastructure Management. 2009 – 2010
7. Lin Zhu, Impact of A Dashboard Based Corporate Performance Management System in an ERP Environment. 2007 – 2009

- | | |
|--|-------------|
| 8. Matt Kutz, Toward Improving Performance Measurement in Public Sector Organizations: A Case Study. | 2007– 2008 |
| 9. David Hall, A Balanced Scorecard Prototype in Support of Strategic Decision Making in a State Department of Transportation. | 2006 – 2007 |
| 10. Prashanth Kannan, Designing, Managing and Evaluating a Social Network-Based Information City for Innovation Success. | 2004 – 2006 |
| 11. Nisha Maguluru, Social Networks: Role of Personalization and Interaction in Virtual Community for Enhancing Business. | 2004 – 2005 |
| 12. Senthil Kumar, Measuring the Performance of Theory of Constraints based Supply Chain: A Simulation Study. | 2004 – 2005 |
| 13. Chris Brown, Exploring Cooperative Learning in an Initial Computer Programming Course Using Visual Basic. | 2004 – 2005 |

Graduate Student Theses Committees (N=10)

- | | |
|---|----------------|
| 1. John Higgins, Positive Emotion and Personality Traits on Success of Entrepreneurs | 2023 - present |
| 2. Aravindh Sekar, Information Science, and Technology, Applying Text Timing in Corporate Spin-Off Disclosure Statement Analysis: Understanding the Main Concerns and Recommendation of Appropriate Term Weights. | 2009 –2011 |
| 3. Nitsawan Katerattanakul, Information Science and Technology, A pilot study in an application of text mining to learning system evaluation. | 2008 –2010 |
| 4. Janarthanan Eindhil Narasimhalu, Creation of XML View and Propagation of Updates to Relational Database. | 2005- 2007 |
| 5. Yashesh Chhaya, Manufacturing Engineering, AutoID applications in Manufacturing. | 2005 –2007 |
| 6. Dale Spence, Engineering Management, Impact of social structure on team performance and rate of network change. | 2005 –2005 |
| 7. Balasubramanian Guruswamy, Information Science and Technology, A Framework of Text Mining Approach for Sentiment Analysis of News Articles Using Information Agents. | 2004 –2005 |
| 8. Shreyas S. Deokule, Information Science and Technology, A Conceptual Framework of Using Collaborative Filtering Algorithms to Enhance Keyword Search. | 2004 –2005 |
| 9. Aparna Jyothi Patsa, Computer Sciences, A Framework and Graphical User Interface (GUI) for Moving Object Simulation. | 2004 - 2005 |
| 10. Toby Kurien Thomas, Computer Sciences, Prototype and performance analysis of a multi-layered database system using concept hierarchies. | 2004 –2004 |

Undergraduate Research Proposals & Advisor (N= 32; total proposal funding amount: \$28,500, view abstracts at <http://erp.mst.edu/research/undergraduateresearch>)

- | | |
|---|-------------|
| 1. Gavin Brawley, Personality Traits of Students and Motivation in Introductory ERP Classes. OURE Research Project, \$1,000, Explore Relations between Personality and Academic Performance in an Introductory Enterprise Resource Planning Course. | 2024 – 2025 |
| 2. Brandon Green, Key Personality Traits of Students in Introductory ERP Classes. OURE Research Project, \$1,000, Explore Relations between Personality and Academic Performance in an Introductory Enterprise Resource Planning Course. | 2024 – 2025 |
| 3. Anne Simpson, OURE Research Project, \$500, Explore Relations between Personality and Academic Performance in an Introductory Enterprise Resource Planning Course. | 2018 – 2019 |
| 4. Robin Ramsey, Bonnie Wilt, Martin Atwater, and Tran Tran. Cognitive Aptitude, Personality Traits, and Demographic Background as Performance Predictors in Learning a Complex Enterprise System. Funded by Eastman and ERP Alumni Assistantship | 2017 – 2018 |

5. Samuel Holtmeier, OURE Fellow project, \$2,000, Dashboard Implementation and Hypothesis Testing of Influence of Prior ASD Knowledge on Teachers' Ability for Early ASD Diagnosis Using Performance Dashboards. 2016 – 2017
6. Scott Neustadt, OURE Fellow project, \$2,000, Improving Information Retention and Discovery of Genetic Autism Data: The Roles of Colors and High Dimensional Graphs. 2016 – 2017
7. Samuel Holtmeier, OURE project, \$1000, Influence of Prior ASD Knowledge on Teachers' Ability for Early Autism Spectrum Disorder (ASD) Diagnosis: Literature Review. 2015 – 2016
8. Scott Neustadt, OURE project, \$1000, Visualizing Genetic Influence on Autism Spectrum Disorder (ASD) Diagnosis: The Roles of Color and High Dimensional Graphs. 2015 – 2016
9. Sean Howell, OURE Fellow project, \$1,500, In-Memory Database Design and Modeling to Support Guided and Self-Service Visual Discovery in Big-Data Context: An Autism Spectrum Disorder (ASD) Application Case. 2014 - 2015
10. Montana Long, OURE Fellow project, \$1,500, Impact of Device, Demographics, and Skillset on Effectiveness and Efficiency of Enterprise Analytic Applications. 2014 - 2015
11. Thomas Cooper, OURE project, \$1000, Text Mining and Data Visualization in Big Data Context 2014 - 2015
12. Patrick Witbrod, OURE project, \$1,000, Improving Student Employee Tracking Through Performance Dashboards. 2014
13. Mayela Roa-Correa, OURE Project, \$1,000, SDOWP Pre-College Programs Impact on the Completion Rates of Minority Students. 2014 - 2015
14. Brian Locke, OURE project \$1,000, Realizing Competitive Advantages through Enterprise Mobile Strategies. 2013 – 2014
15. Ryan Roark and Iris Russell, OURE project, \$2,000, Impact of Industry Characteristics and Business Functions on Mobile Strategies. 2013 – 2014
16. Montana Long, OURE project, \$1,000, Success Factors Identification for Enterprise Mobile Strategies: A Framework. 2013 – 2014
17. Sean Howell, \$1,000, Usability Framework of Performance Dashboard: A Case Study. 2013 – 2014
18. John Volosin, OURE project, \$1,000, Measuring Impact of a Banking and Insurance Performance Dashboard. 2012 – 2013
19. Kyle Schrader, OURE project, \$1,000, Design, Implementation, and Evaluation of U.S. Census Bureau Performance Dashboard. 2012 – 2013
20. Ivy Miller, OURE project, \$1,000, Impact of Performance Dashboards on Strategic Alignment: An AACSB Accreditation Case. 2011 – 2012
21. Thomas Maerz, OURE project, \$1,000, The Role of Employee Portal in Corporate Strategic Governance: Portal Strategies and Implementation Tactics. 2011 – 2012
22. Pamela Ryder, OURE project, \$1,000, The Role of Employee Portal in Corporate Strategic Governance. 2011
23. Samantha Riechers, Yael Pelleg, Strategic Dashboard. 2011 – 2012
24. Jonathan Freeman, OURE project, \$1,000, Improve Strategic Alignment through Performance Dashboards: A Case Study. 2011
25. Joseph Pieczynski, OURE project, \$1,000, Virtual Communities in An Enterprise Portal and The Effect on Corporate Governance for Generation Y. 2010 – 2011
26. Ivy Miller, Jonathan Freeman, Joseph Pieczynski, Steven Pringle, Exploring Dashboard in AACSB Data Collection. 2010 – 2011
27. Joseph Pieczynski, Pamela Ryder, Carl Schmitz, Social Network and Enterprise Portal at Workplace. 2009
 - 3rd Place, Research Oral Presentation Competition, 2011 Undergraduate Research Conference.
 - Best Bibliography Award, 2011 Undergraduate Research Conference.

28. Jasmine Boyd, Social Network and its impact. 2009
29. Kristen Duvall, Feasibility of Opening a Coffee and Tea House in Rolla, Missouri, OURE project, \$1,000. 2006 – 2007
 - 3rd Place, Research Poster Competition, 2007 Undergraduate Research Conference
30. Lisa Liou, OURE project, \$1,000, Market Trend Analysis for Computer Integrated Software Design Industry. 2005 – 2006
31. Bonnie Yates, OURE project, \$1,000, An Overview of Security Issues in a Digital City. 2004 – 2005
 - 3rd Place, Research Poster Competition, 2005 Undergraduate Research Conference
32. Nguyet Nguyen, The Impact of RFID Technology on Supply Chain Management, Opportunity for Undergraduate Research OURE project, \$1,000, 2004 – 2005

University Teaching

Course Taught at Missouri S&T (A total of 12 different courses at S&T) Average Effectiveness

ERP 6220	Data Modeling & Visualization Prototyping for Enterprise Decision Dashboards	3.9 of 4.0
ERP 6120	ERP System Configuration and Implementation (Accounting Information System Configuration)	3.5 of 4.0
ERP 5410	Essential of Business Intelligence	3.0 of 4.0
ERP 5310	Supply Chain Management in ERP Environment	3.5 of 4.0
ERP 5210	Dashboards, Scorecards, and Data Visualization	3.3 of 4.0
ERP 4220	Introduction to Enterprise Decision Dashboard Prototyping	3.7 of 4.0
ERP 2110	Introduction to Enterprise Resource Planning	2.9 of 4.0
ERP4001/4120	Enterprise Resource Planning (ERP) Software Development	
BUS 420 to BUS 426 (6 courses)	MBA Accounting (one 18-hour integrated class spread into two semesters, team-taught with five other faculty members, SP08, F08)	2.6 of 4.0
BUS 220	Managerial Accounting	2.8 of 4.0
BUS 120	Essentials of Accounting	2.3 of 4.0

Average Teaching Effectiveness by Year

	AY 2016		AY 2017		AY 2019		AY 2020	AY 2021		AY 2022		AY 2023	AY2024		Instructor Average
	Fall	Spring	Fall	Spring	Fall	Spring	Spring	Fall	Spring	Fall	Spring	Fall	Fall	Spring	
ERP 6220	4.0	4.0	3.8					4.0			4.0			3.3	3.8
ERP 6120		3.8		3.7			3.1		4.0					3.8	3.5
ERP 5410															3.0
ERP 5310	3.5		4.0		3.3			3.0		3.7		3.8	3.5		3.5
ERP 5210		3.0		3.8		3.1									3.3
ERP 4220		4.0	4.0		3.7			3.0			3.7			2.4	3.5
ERP 4001														2.5	2.5
ERP 2110						3.5	2.2		2.7	3.3		2.9	2.9		2.9
Instructor Average	3.8	3.7	3.9	3.7	3.5	3.3	2.7	3.3	3.3	3.5	3.9	3.3	3.2	3.0	3.4
University Average	3.1	3.1	3.0	3.1	3.1	3.1	3.1	3.1	3.1	3.1	3.3	3.3	3.3	3.3	3.1

	AY 2008	AY2009		AY 2010		AY 2011	AY2012		AY2013		AY 2014		AY 2015	
	Spring	Fall	Spring	Fall	Spring	Spring	Fall	Spring	Fall	Spring	Fall	Spring	Fall	Spring
ERP 6220		3.7		3.5					3.8					
ERP 6120	3.7		2.8		2.7	3.7		4.0		3.6		3.4		3.7
ERP 5410						3.0								
ERP 5310		3.7		3.8			2.9		3.1		3.2		3.8	
ERP 5210	3.6		3.0		3.4	3.4		3.3		3.5		3.4		2.7
ERP 4220														
ERP 4001														
ERP 2110														
Instructor Average	3.7	3.7	2.9	3.6	3.1	3.3	2.9	3.6	3.5	3.6	3.2	3.4	3.8	3.2
University Average	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.1	3.0	3.0	3.0	3.0	3.1	3.1

Course Taught at The University of Louisville, Louisville, Kentucky (1999-2003)

1. Introduction to Computer Programming (C++) (CIS 110)
2. Web Programming (CIS 201)
3. Management of Information Systems (CIS 410)
4. WWW Development (CIS 381)
5. Rapid Application Development (Visual Basic) (CIS 390)

Course Taught at Anderson College, Anderson, South Carolina (1997-1999)

1. Microcomputer Application in Business (required core course for sophomore)
2. Computer Programming I (Visual Basic, HTML, JavaScript, VBScript) (required core course for sophomore)
3. Computer Programming II (Visual Basic) (required core course for sophomores)
4. Introduction to Information Processing Systems (required core course for first-year students)
5. Management of Information Systems (required core course for senior)
6. Directed Study in Database Management (independent study)
7. Introduction to Database Management Systems (required core course for junior)
8. Advanced Business Application of Microcomputers (required core course for sophomore)
9. Information Systems Analysis, Design, and Implementation (elective for seniors)

Course Taught at Clemson University, Clemson, South Carolina (1998)

Information Systems Design and Implementation (MBA)

Research and Editorial Service to Professional Societies

- Associate Editor
 - Journal of Computer Information Systems (JCIS) 2022 – present
(<https://www.tandfonline.com/journals/ucis20>)
 - International Journal of Business and Systems Research (IJBSR) 2018 – present
(<https://www.inderscience.com/IJBSR>).

- Editorial Board
 - Journal of Computer Information Systems 2021 – present
(<https://www.tandfonline.com/journals/ucis20>)
 - Issues in Information Systems (<https://iacis.org/iis>). 2008 – present
 - International Journal of Business and Systems Research (IJBSR) 2006 – present
(<http://www.inderscience.com/IJBSR>).
- Current Ad-hoc Journal and Conference Reviewer Services
 - Information System Frontiers 2024 – present
 - Journal of Cleaner Production 2018 – present
 - Industrial Management and Data Systems 2008 – present
 - IACIS Annual Conference, International Association for Computer Information Systems 2005 – present
 - Americas Conference on Information Systems, Association of Information Systems 2005 – present
 - Decision Science Annual Conference, Decision Sciences 2002 – present
- Trustee Board, Midwest Chinese American Science and Technology Association 2010 – present
- Other Editorial Boards and Ad-hoc Reviewer Services
 - Journal of International Technology and Information Management 2004 – 2019
 - Conference Chair, 2011 MCASTA Annual Symposium 2011
 - Feature Editor, In the Classroom, Decision Lines 2008 – 2011
 - IEEE Transactions on Automation Science and Engineering 2006 – 2013
 - Editorial Review Board, Production and Operations Management Journal 2007 – 2014
 - Editorial Review Board, International Journal of Electronic Finance 2005 – 2013
 - Associate Editor for Production Operations Management Society (POMS) Online Journal website 2003 – 2006
 - Standing committee on Coordination of Production and Operations Management Journal Activities 2007 – 2012
 - International Journal of Production Research 2002 – 2011
 - International Journal of Production Economics 2003 – 2012
 - Reviewers and Section chairs of the Conference of Production and Operations Management 2000 – 2002
 - The Engineering Economist Journal 2002
- Board member, Loop Media Hub Board, The Loop Media Hub, St. Louis, MO 2013 – 2017
- President, Midwest Chinese American Science, and Technology Association 2011 – 2013
- Business Network Committee, Crane House, Louisville, KY 40203 2000 – 2001
- Web Design for Breakthrough Laboratories, Louisville, KY 2000 – 2001

University and Academic Service

UM System level and & Missouri S&T Campus Level

- Budgetary Affairs Committee (chair) 2024 - present
 - Led the development of a systematic structure to foster **financial stewardship**, emphasizing **transparency, accountability**, and improved **shared governance** between administration and faculty.
 - Provided **strategic recommendations** to the Faculty Senate, Chancellor, and Vice-Chancellor on **budgetary matters**, aligning fiscal policies with long-term campus vision, teamwork, and operational priorities.
 - Performed **data analytics and visualization** to derive insights on budget allocation, faculty/staff salaries, and research expenditures, supporting informed decision-making for S&T constituents.
- Budgetary Affairs Committee (member) 2018 – 2024
 - Perform data analytics and visualization for the committee to derive insights on budget allocation, faculty and staff salary, research expenditure, and budget-related issues concerning the S&T constituents.
- Administrative Review Committee (member) 2017 – present
 - Coordinate, test, validate, and deploy administrative surveys using the Qualtrics survey platform to ensure anonymity and voting integrity.
 - Perform data analytics on survey results and compile reports for the Committee to disseminate results.
- Inclusion, Diversity, Excellence & Attainment (IDEA) Committee, Missouri S&T Board of Trustees (Faculty Representative) 2021 - present
 - Identify, collect, analyze, and visualize data relevant to inclusion and diversity to assist the IDEA Committee in crafting action plans to address the challenges.
- Infrastructure Committee, Missouri S&T Board of Trustees (Faculty Representative) 2020 - present
 - Collaborate with the Committee to provide inputs and assess/evaluate plans to address issues related to the development and implementation of the Campus Master Plan.
- Faculty Senate 2005-2014, 2021 – present
- OURE Coordinator for the Department of Business & Information Technology (member). 2004 – present
- Search Committee: Vice Provost for Online Learning and Educational Innovation 2023 - present
- COACHE Survey Faculty Committee 2016 - 2024
- Space Planning Committee (member) 2018 – 2023
- Search Committee: Vice Chancellor for Research and Innovation 2022 - 2023
- Faculty Recruitment and Retention Council (FRRC) (formerly Female & Underrepresented Minority Faculty Recruiting & Retention Task Force (FUMFRR)) (member) 2008 - 2022
 - **Child Development Center**: Led, coordinated, and facilitated the **16-year journey** in the establishment of a Missouri S&T-sponsored child development center for students, staff, and faculty from 2006 to its successful deployment in January 2022.

- **COACHE Surveys** (Harvard University’s Collaborative on Academic Careers in Higher Education): Performed data analysis on the 2016 and 2020 COACHE surveys and their follow-up studies to drive insights for the Committee to disseminate results and develop improvement strategies.
- Perform data analysis and conduct studies for the Committee on the development of the **Family Leave Policy, Dual Career Partner Assistance Program**, strategies of recruiting and retaining female and under-represented minority faculty, feasibility assessment of a Rolla-St. Louis faculty shuttle service, and the various initiatives related to faculty diversity and improvement of campus climate.
- UM President’s Award for University Citizenship (Leadership and Service) Selection Committee (member) 2016 – 2018
- Rules and Regulations Revision Committee (member), Graduate Faculty and Graduate Council 2019 – 2021
- Missouri S&T Core Marketing Network Task Force (member) 2013 – 2019
- Outstanding Teaching Award Committee (member) 2017 – 2019
- Faculty Teaching Award Committee (member) 2017 – 2020
- Facility Planning Committee (member) 2017 – 2019
- Smart Living Faculty Search Committee (member) 2014 – 2016
- Missouri S&T Big-Data Curriculum Committee (member) 2013 – 2014
- Missouri S&T Provost & Executive Vice Chancellor Search Committee (member) 2013 – 2014
- MSDN Academic Alliance (Administrator and coordinator for Departments of Business Administration, Information Science & Technology, Computer Sciences, and Electrical Computer Engineering). 2003 – 2013
- Missouri S&T Best-In-Class Strategic Area Committee (member) 2013 – 2014
- Ad Hoc Teaching Committee (member) 2009 – 2011
- Faculty Conduct Committee (member) 2006 – 2008
- Academic Council Committee 2003 – 2006
- Technology-Enabled Classroom (TEC) initiative (member) 2004 – 2006
- Computer Policy Committee (member) 2003 – 2006
- ITCC Computer Learning Center Subcommittee (member) 2005 – 2006
- The Woman’s Day Celebration Planning Committee (member) 2006 – 2007

Department Level

- AACSB Faculty Qualification Committee (chair) 2021 – present
- Curriculum Committee, Business & Information Technology (member) 2009 – present
- SAP Campus Coordinator 2003 – present
- Search Committee: Accounting Non-tenure Track Faculty, Business & Information Technology 2024
- Search Committee: Computer Science Tenure Track Faculty 2023 - present
- Computer Science Endowed Chair Search Committee (member) 2021 – 2023
- IST Non-Tenure Track Assistant Teaching Profession Search Committee (chair) 2021 – 2022
- Department Chair Search Committee (co-chair) 2011 – 2012
- IST Faculty Search Committee (member) 2012
- ERP Faculty Search Committee (chair) 2009 – 2010

- AACSB Strategic Planning (member) 2010 – 2013
- AACSB Assurance of Learning Committee (chair) 2010 - 2013
- Oracle Academic Initiative (OAI) (Administrator and coordinator) 2003 – 2013
- MBA Curriculum Committee (Chair) 2008 – 2009
- MBA Planning Committee (member) 2004 – 2008
- MBA Integrated Curriculum Design Committee (member) 2005 – 2008
- International Collaboration Program with National United University, Taiwan (coordinator) 2007 – 2008
- International Collaboration Program with Fu-Jen University, Taiwan (coordinator) 2007 – 2008
- AACSB Accreditation Committee (member) 2005 – 2008
- Department Graduate Assistant Office Coordinator 2004 – 2006
- Department Chair/Associate Dean Search Committee (Co-Chair) 2004 – 2005
- Department Faculty Search Committee 2004 – 2005

University of Louisville

- Assistant Research Director, UPS Center for Worldwide Supply Chain Management (UPSi), Logistics and Distribution Institute 2001 – 2003
- Computer Information System subcommittee – curricular revision 2002 – 2003
- Committee of Scholarships, Honors and Awards 2002 – 2003
- Faculty Development Committee 2001 – 2002
- Library Committee Fall 2000
- International Studies Committee Spring 2000
- CIS Curricular Revision Subcommittee 2000 – 2001
- CIS subcommittee - Graduate Assistantship 2000
- CIS 110 & CIS111 Success Factor subcommittee 2000 – 2001
- Library Committee 2000 – 2000
- CIS subcommittee - Undergraduate Scholarship 2000
- Coordinator, all sections of CIS110 course materials 1999 – 2001
- Coordinator, all sections of CIS390-01 and CIS390-02 1999 – 2003

Anderson College

- Web design committee, Spring 1999
- Curriculum development committee 1998 – 1999
- Steering Committee of multi-media enhanced interactive computer teaching classrooms 1998 – 1999
- Faculty Training and Development Committee 1997 – 1999
- Information Technology Committee 1997 – 1999

Professional Development and Continuous Improvement Activities

1. SAP Build Apps – Low-Code No-Code Platform 6/27 – 6/28, 2024
2. Introduction to Enterprise Artificial Intelligence with SAP 6/26, 2024
3. Data Modeling with SAP Datasphere 6/24 – 6/25, 2024
4. SAP Integrated Business Planning for Supply Chain 6/12 – 6/13, 2024
5. Data-driven storytelling using SAS Visual Analytics 5/29, 6/5, 6/12, 2024
6. Certification Review Using SAS® Viya® for Learners 3/20, 2024
7. Application Development with Low-Code Build and OData Services 1/11 – 1/12, 2024

8. Data Analysis with SAP Analytics Cloud	1/10/2024
9. Artificial Intelligence Workshop: Artificial Intelligence workshop: SAP Conversational AI App Development	1/8 – 1/9, 2024
10. Stanford Design Method and the Future of Design Thinking	6/29/2023
11. Integrated Business Planning (Supply Chain Planning in Cloud)	6/28, 2023
12. Data Warehouse: SAP Data Sphere Modeling	6/26 – 6/27, 2023
13. Business Process Modeling with SAP Signavio	6/21 -6/22, 2023
14. Hierarchical Linear Models, Online Live Training & Certification	12/12/2022
15. Tree-Based Machine Learning Methods in SAS Viya, Online Live Training & Certification	12/5 -12/9, 2022
16. Bayesian Mixed Models, Online Live Training & Certification	11/16, 2022
17. Machine Learning Using SAS® Viya, Online Live Training & Certification	11/2 – 11/11, 2022
18. Cloud for teaching -SAP Ariba curriculum overview, Online Live Training	9/13, 9/27, 10/4/2022
19. Machine Learning Using Model Pipelines, Online Live Training & Certification,	9/28/2022
20. Import Data into SAS®, Online Live Training & Certification	8/26/2022
21. SAS® Visual Statistics in SAS® Viya®: Interactive Model Building, Online Live Training & Certification	7/25-7/29, 2022
22. Business Process Configuration with SAP S/4HANA Level 2, Online Live Training & Certification	6/29 – 6/30, 2022
23. Creating Maps in SAS® Visual Analytics, Online Live Training & Certification	6/23, 2022
24. Introduction to ERPsims and Advanced ERPsims workshops, in-person Training & Certification, Montreal, CA	6/13-6/15, 2022
25. Create Custom Categories in SAS® Visual Text Analytics, Online Live Training & Certification	6/6, 2022
26. Business Process Modeling with SAP Signavio, Online Live Training & Certification	1/7,2022
27. Introduction to Data Analysis in SAP Analytics Cloud Boot Camp, Online Live Training & Certification	1/5 –1/6, 2022
28. SAS® Visual Analytics 2 for SAS® Viya®: Advanced, Online Live Training & Certification	11/2–11/5, 2021
29. SAS® Visual Text Analytics in SAS® Viya®, Online Live Training & Certification	10/6 – 10/8, 2021
30. Supervised Machine Learning Procedures Using SAS® Viya® in SAS® Studio, Online Live Training & Certification	10/4 – 10/5, 2021
31. Getting Started with SAS® Studio: A Point-and-Click Approach, Online Live Training & Certification	9/8 – 9/9, 2021
32. ABAP on S/4HANA, Online Live Training & Certification	7/12 -7/13, 2021
33. SAP TS410 Certification Overview, Online Live Training & Certification	7/14 -7/15, 2021
34. SAP Data Warehousing Cloud, Online Live Training & Certification	7/19 -7/20, 2021
35. Introduction to Data Analysis in SAP Analytics Cloud, Online Live Training & Certification	7/21 -7/22, 2021
36. Online Teaching Certification Seminar: Excellence in Online Teaching. Online Training Certification earned	7/13 -8/24, 2020
37. Terminal Four Training for Content Authors. Online Training. Certification earned	7/1 -7/15, 2020
38. Introduction to SAP BW/4HANA, SAP Workshop & Certification, Milwaukee, WI	7/16 -7/17, 2019
39. TS410 Delta Certification Course SAP Workshop & Certification, Milwaukee, WI	7/18 -7/19, 2019
40. Rapid Application Development using Low-Code Platform Mendix, Certification earned, SAP Academic Workshop, Milwaukee, WI	7/18 -7/19, 2018

41. Enterprise Resource Planning System S/4 HANA Configuration, Certification earned, SAP Academic Workshop, Milwaukee, WI	7/16 -7/19, 2018
42. Introduction to SAS and Hadoop Carry, NC, Certificate earned	7/26-7/27, 2017
43. SAS Visual Statistics for Professors, Carry, NC, Certificate earned	7/16, 2015
44. SAS Visual Analytics for Professors, Carry, NC, Certificate earned	7/15, 2015
45. Build Your Own SAP Fiori App in the Cloud, Open SAP Course, Certificate earned	3/25 – 5/27, 2015
46. How the Internet of Things and Smart Services Will Change Society, Open SAP Course, Certificate earned	03/25 – 5/5, 2015
47. SAP Business Suite 4 SAP HANA in a Nutshell, Open SAP Course, Certificate earned	3/25 – 5/18, 2014
48. SAP Business Warehouse powered by SAP HANA, Open SAP Course, Certificate earned	11/13–12/18, 2014
49. BI Clients and Applications on SAP HANA, Open SAP Course, Certificate earned	10/29 –12/17, 2014
50. SAP Workshop: Mobile App Development using SAP Mobile Platform, Atlanta, Certificate earned	3/26 – 3/29, 2014
51. Introduction to Software Development on SAP HANA, Open SAP Course, Certificate earned	10/24–12/12, 2013
52. SAP Workshop: In-Memory Database Management and the SAP HANA Platform	2/23, 2013
53. SAP Workshop: Mobile Application Development, Milwaukee, Wisconsin	7/9 – 7/13, 2012
54. Sybase Unwired/Mobile Applications Workshop, Certificate Awarded, SAP Academic Conference, San Antonio, TX	3/21 – 3/24, 2012
55. In-Memory Computing: SAP HANA Workshop, Certificate Awarded, SAP Academic Conference, San Antonio, TX	3/21 – 3/24, 2012
56. SAP Workshop: Businessperson, Vancouver, Canada	9/22, 2011
57. SAP TERP 10 Certification Training and Examination University of Tampa, Tampa, FL. Certificate earned	5/9 – 5/20, 2011
58. SAP Workshop: BusinessByDesign, SAP Academic Conference, Monterey, California	3/10 – 3/12, 2011
59. SAP Workshop: Business Objects – Xcelsius Dashboards, SAP Academic Conference, Monterey, California	3/10 – 3/12, 2011
60. SAP Advanced Predictive Modeling, Rolla, MO.	5/7, 2010
61. SAP Workshop: Project Management, Certificate Awarded, San Diego, CA	3/20, 2010
62. SAP Curriculum Congress, San Diego, CA	3/18 – 3/21, 2010
63. SAP Workshop: Supply Chain Management, Milwaukee, WI	7/26 – 7/31, 2009
64. SAP Curriculum Congress, Charlotte, NC	3/12 – 3/13, 2008
65. SAP NetWeaver Workshop, Certificate Awarded, Charlotte, NC	3/14, 2008
66. Advanced Predictive Modeling Using SAS Enterprise Miner, Certificate Awarded, SAS World Headquarters, Carry, NC	7/22 – 7/24, 2008
67. SAP Curriculum Congress, Atlanta, GA	2/29 – 3/1, 2008
68. SAP Business One Workshop, Certificate Awarded, Atlanta, GA	2/27 – 2/28, 2008
69. Enterprise SOA and Business Processes Workshop, Certificate Awarded, Chico, CA	7/30 – 8/3, 2007
70. Applied Analytics Using SAS Enterprise Miner 5, Certificate Awarded, Long Beach, CA	7/17 – 7/20, 2007
71. SAS Programming Essentials for Educators, Certificate Awarded, Long Beach, CA	7/15 – 7/16, 2007
72. SAP Curriculum Congress, Vancouver, British Columbia, Canada	3/3 – 3/5, 2007
73. SAP NetWeaver workshop, Certificate Awarded, Vancouver, British Columbia, Canada.	3/1 – 3/2, 2007

74. SAP ERP Simulation Workshop, Fayetteville, AR	10/31 – 11/2, 2006
75. SAP Simulation Workshop, Certificate Awarded, Toronto, CA	6/12– 6/14, 2006
76. SAP Academic Congress, Dallas (Grapevine), Texas	3/4- 3/5, 2006
77. SAP Advanced Planning Optimization/Supply Chain Workshop, Certificate Awarded, Dallas (Grapevine), Texas	3/2 – 3/3, 2006
78. Certi Seminar in Problem-Based Learning in the Classroom, Missouri University of Science & Technology, Rolla, MO	9/16, 2005
79. SAP Strategic Enterprise Management Systems Workshop, Certificate Awarded, Chico, CA	7/18 – 7/22, 2005
80. SAP Academic Congress, Atlanta, GA	3/4 – 3/8, 2005
81. On Course Workshop: Helping Student Get On Course, University of Missouri – Rolla, Rolla, MO	1/6 – 1/7, 2005
82. Certi Seminar in Using Personal Response System in Classroom, University of Missouri – Rolla, Rolla, MO	10/29, 2004
83. Active Learning & Interactive Lectures Seminar, University of Missouri – Rolla, Rolla, MO.	10/1, 2004
84. SAP Enterprise Portals Workshop, Certificate Awarded, Columbia, MO	8/16 – 8/19, 2004
85. SAP Supply Chain Management Basics – Planning & Manufacturing Workshop, Certificate Awarded, Rolla, MO	7/26 -7/30, 2004
86. SAP Strategic Enterprise Management workshop, Certificate Awarded, Chico, CA	7/11 – 7/16, 2004
87. SAP Academic Congress, Orlando, FL	2/27 – 3/1, 2004
88. SAP: Business Integration II Workshop, Certificate Awarded, LSU, LA	1/19 – 1/23, 2004
89. SAP: Business Integration I Workshop, Certificate Awarded, LSU, LA	1/11 – 1/16, 2004
90. Introduction to SAP, Certificate Awarded, Rolla, MO	10/24 – 10/25, 2003
91. Freshman Faculty Forum, Rolla, MO	2003 – 2004
92. Cold Fusion Development, Certificate Awarded, Louisville, KY	7/15 – 7/20, 2002
93. Visual Studio Development, Certificate Awarded, Louisville, KY	2002
94. MSDN Training: Windows Programming, Certificate Awarded, Louisville, KY	2001
95. MSDN Training: Visual Basic, Certificate Awarded, Louisville, KY	7/22 – 7/24, 1998
96. Novell Tech Share, Atlanta, GA	6/13 – 6/14, 1997