

**Vita (current as of 5/1)**

**Cheri Speier**

**Michigan State University  
Eli Broad College of Business  
N215 North Business Complex  
East Lansing, MI 48824  
Phone: 517-355-7448 / Fax: 517-432-1101  
Email: [cspeier@msu.edu](mailto:cspeier@msu.edu)**

## **Education**

Indiana University, Graduate School of Business Ph.D., August 1996  
Major: Management Information Systems Minor: Operations Management  
Dissertation Title: Effects of Task Interruption and Information Presentation on  
Individual Decision Making  
Co-Chairs of Dissertation Committee: Joseph S. Valacich, Iris Vessey

Northern Illinois University M.S., August 1993  
Major: Management Information Systems Minor: Operations Management  
Master's Thesis: Attitudes Toward Software Piracy: Effects of Demographic Factors  
and Ethical Discussions

Indiana University, Bloomington B.A., May 1986  
Major: Chemistry Minor: Business

## **Academic Experience**

Michigan State University: Associate Dean, MBA/MS Programs, July 2006-July 2009

Michigan State University: Full Professor, July 2006-present

Michigan State University: Associate Professor, July 2001-July 2006

Michigan State University: Assistant Professor, August 1998-July 2001.

The University of Oklahoma: Assistant Professor, August 1996-August 1998.

Indiana University: Doctoral Office Program Coordinator, May 1995-August 1996.  
Teaching Assistant August 1993-May 1995.

**Peer Reviewed Journal Articles (publications organized by subject matter (bold heading) and then date within each heading**

**Effective Acceptance and Use of Information Technology Publications**

1. Bendoly, E. and C. Speier (2008). Silver Bullet Junkies and the Codifiers That Love Them: Behavioral Roots Behind a Legacy of Bad Modeling and Use, Decision Sciences, 39(2), 157-173.
2. Poston, R., M. Stafford and C. Speier (2008) Ratings Scheme Bias In E-Commerce: Preliminary Insights, Journal of Organizational and End User Computing, 20(4), 45-73.
3. Speier, C. (2006). The influence of information presentation formats on complex task decision-making performance. International Journal of Human Computer Studies, 64(11), 1115-1131
4. Poston, R., and Speier, C. (2005) Effective Use of Knowledge Management Systems: A Process Model of Content Ratings and Credibility Indicators, MIS Quarterly, 29(2), 221-244.
5. Speier, C., Vessey, I., and Valacich, J. (2003). The effects of interruptions and information presentation formats on decision performance, Decision Sciences, 34(4), 771-797.
6. Speier, C. and Morris, M. (2003). The Influence of Query Interface Design on Decision Making Performance, forthcoming in MIS Quarterly, 27(3), 397-423.
7. Venkatesh, V., Speier, C. and Morris, M. (2002). User acceptance enablers in individual decision-making about technology: Toward an integrated model. Decision Sciences, 33(2), pp. 297-316.
8. Speier, C. and Venkatesh, V. (2002). The Hidden Minefields in the Adoption of Sales Force Automation Technologies," Journal of Marketing, 66(3), pp. 98-111
9. Venkatesh, V. and C. Speier. (2000) "Creating an Effective Training Environment for Enhancing Telework", International Journal of Human Computer Systems, 52 (6), 991-1005.
10. Palmer, J., C. Speier, D. Wren, and S. Hahn (2000) "Electronic Journals in Business Schools: Perceptions on Use and Impact on Promotion and Tenure", Journal of the Association for Information Systems, 1 (2), April.
11. Venkatesh, V. and C. Speier (1999) "Computer Technology Training in the Workplace: A Longitudinal Investigation of the Effect of Mood", Organizational Behavior and Human Decision Processes, 79(1), 1-28.

12. Speier, C., J.S. Valacich, and I. Vessey (1999) "Information Overload Through Interruptions: An Empirical Examination of Decision Making", Decision Sciences 30(2), 337-360.
13. Swink, M. and C. Speier, (1999) "The Effects of Data Aggregation, Dispersion, and Spatial Orientation When Using Maps for Facility Location Decisions", Decision Sciences, 30(1), 169-196.
14. Morris, M.G., C. Speier, and J.A. Hoffer. (1999) "The Impact of Experience on Individual Performance and Workload Differences Using Object-Oriented and Process-Oriented Systems Analysis Techniques. Decision Sciences, 30(1), 107-136.
15. Speier, C., J. Palmer, D. Wren, and S. Hahn (1998) "Faculty perceptions of electronic journals as scholarly communication: A question of prestige and legitimacy", Journal of American Society for Information Science (JASIS), 50(6), 537-543.
16. Speier, C., and J.W. Palmer (1998) "Creating and Sustaining a University Affiliated Research Center: The Center for MIS Studies at the University of Oklahoma", International Journal of Information Management, 18(6), 457-460.

### **Supply Chain Relationships Publications**

1. Speier, C., J. Whipple, D. Closs and M.D. Voss. Global Supply Chain Design Considerations: Mitigating Product Safety and Security Risks. Accepted for publication in the Journal of Operations Management.
2. Closs, D., C. Speier, and N. Meacham. (2011). Sustainability to Support End-to-End Value Chains: The Role of Supply Chain Management" Journal of the Academy of Marketing Science, 39, 101-116.
3. Voss, M. Douglas, David J. Closs, Roger J. Calantone, O. Keith Helferich, and Cheri Speier (2009), "The Role of Security in the Food Supplier Selection Decision," submitted to the *Journal of Business Logistics*, 30(1).
4. Speier, C., D. Mollenkopf, and T. Stank (2008) The Role of Information Integration in Facilitating 21st Century Supply Chains: A Theory-Based Perspective, Transportation Journal, 47(2), 21-39.
5. David Closs, Cheri Speier, Judith Whipple, M. Douglas Voss. A Framework for Protecting Your Supply Chain, Supply Chain Management Review. New York: Mar 2008. Vol. 12, Iss. 2; pg. 38-45
6. Melnyk, S., D. Stewart, R. Calantone, C. Speier: Metrics and the Supply Chain: An Exploratory Study, APICS Research Report.

7. Harvey, M., and C. Speier (2000) "Developing an Inter-Organization Relational Management Perspective, Journal of Marketing Channels, 7(4), 23-44.
8. Speier, C., J.W. Palmer, and D. Bergman (1998) "A Data Warehousing Case Study: Deployment of Information Technology Supporting Cross-Functional and Inter-Organizational Operations", The Journal of Data Warehousing, 3(3), 52-59.
9. Speier, C., M. Harvey, and J. Palmer (1998) "Virtual Management of Global Marketing Relationships", Journal of World Business, 33(3), 263-276.
10. Harvey, M., R. Lusch, and C. Speier (1998) "ROI<sup>3</sup>: The Building Blocks for Successful Companies in the 21<sup>st</sup> Century", European Management Journal, 16(6), 714-728.

### **Human Resource Publications**

11. Harvey, Speier, Novicevic (2001) Strategic Human Resource Staffing of Overseas Subsidiaries, Research & Practice in Human Resource Management, 9 (2).
12. Harvey, M., C. Speier & M. Novicevic (2001) A Theory-Based Framework for Strategic Global Human Resource Staffing Policies and Practices. International Journal of Human Resource Management, 12 (6).
13. Harvey, M., C. Speier & M. Novicevic (2000) An Innovative Global Management Staffing System: A Competency-Based Perspective. Human Resource Management 39 (4).
14. Harvey, M., M. Novicevic, and C. Speier. (2000) "Strategic Global Human Resource Management: The Role of Inpatriate Managers", Human Resources Management Review, 10(2), 153-175.
15. Harvey, M. and C. Speier, and M. Novicevic (1999) "The Impact of Emerging Markets on Staffing the Global Organization: A Knowledge-Based View," Journal of International Management, 5(3), 167-186.
16. Harvey, M., C. Speier, and M. Novicevic (1999) "The Role of Inpatriates in the Globalization Strategy and Challenges Associated with the Inpatriation Process," Human Resource Planning, 22(1), 38-61.
17. Harvey, M., C. Speier, and M. Novicevic (1999) "Inpatriate Managers: How to Increase the Probability of Success, Human Resource Management Review, 9(1), 51-81.
18. Harvey, M., C. Speier, and M. Novicevic (1999) "The Role of Inpatriation in Global Staffing," International Journal of Human Resource Management, 10(3), 459-476.

To be reprinted in Cross-Cultural Management, edited by Gordon Redding and Bruce W. Stening, Taylor and Francis.

19. Palmer, J. and C. Speier (1998) "Teams: Virtualness and Media Choice", International Journal of Electronic Commerce, 3(1), 27-48.
20. Speier, C., M.G. Harvey, and J. Palmer. (1998) "Implementing Intra-Organizational Learning: An Infrastructure to Support Business Process Reengineering", Knowledge and Process Management, 5(2), 76-86.
21. Harvey, M.G., J. Palmer, C. Speier. (1998) "Implementing Intra-Organizational Learning: A Phased-Model Approach Using Intranet Technology", European Management Journal, 16(3), 341-354.
22. Speier, C., and C.V. Brown (1997) "Differences in End-User Computing Across Functional Groups", Information and Management, 32, 2, 85-99.

### **Other Publications**

23. Speier and Kortemeyer, Open Source Objects for Teaching and Learning, Syllabus Magazine, vol. 11 (2001).

### **Grants Awarded**

2005: IBM Supply Chain Security Benchmarking and Assessment: Speier, Lynch, McGarrell, Mace, and Helferich \$33,400

2004: U of Minnesota and MSU Homeland Security Center for Post Harvest Food Protection and Defense, \$3.9 M over 3 years from the Dept. of Homeland Security. Award granted April 2004. (Faculty across MSU as a subcontract to Minnesota).

2003: NSF Information Technology Research Grant Supplement "CROSS INTEGRATION SUPPLEMENT; ITR INVESTIGATION OF A MODEL FOR ONLINE RESOURCE CREATION AND SHARING IN EDUCATIONAL SETTINGS", APP 77801-04, \$410,000

2000: NSF Information Technology Research Grant "Investigation of a Model for Online Resource Creation and Sharing in Educational Settings" \$2.056 Million awarded 9/00. Co-primary investigator on grant with G. Kortemeyer, W. Bauer, E. Kashy, D. Kashy.

### **Publications in Refereed Conferences**

Setia, P., Sambamurthy, V., Speier, C., Diversity in Theoretical Conceptualization: An Alternate Model for Individual Adoption, ICIS 2007.

Kortemeyer, G., Albertelli, G., Bauer, W., Berryman, F., Bowers, J., Hall, M., Kashy, E., Kashy, D., Keefe, H., Minaei-Bidgoli, B., Punch, W., Sakharuk, A., and Speier, C., [The LearningOnline Network with Computer-Assisted Personalized Approach](#), Computer Based Learning in Science Conference, Cyprus, 2003

Speier, C. and R. Poston (2001) "Web Site Acceptance: The Effects of Task Type", Proceedings of the 2001 AMCIS conference, Boston, MA.

Speier, C. and G. Kortemeyer (2001) LON-CAPA: Creating a Sustainable Educational Community, Syllabus Conference, Santa Clara, July 2001.

Kortemeyer, Bauer, Kashy, Kashy, and Speier: The LearningOnline Network and CAPA Initiative, IEE Frontiers in Education Conference Proceedings, 31, 1003.

Speier, C. and M. Morris (2000) "Mitigating Information Overload: A Comparison of Perceptual versus Textual Database Query Interfaces", Proceedings of the 2000 AMCIS conference, August, Long Beach, CA.

Speier, C. and M. Swink, (1998) "Presenting Map-Based Information When Using Geographical Information Systems: The Effects of Data Aggregation and Dispersion", Proceedings of the 1998 AIS Conference, August, Baltimore MD.

Palmer, J. and C. Speier (1998) "A Definition of Virtualness", Proceedings of the 1998 AIS Conference, August, Baltimore MD.

Palmer, J.W., C. Speier, M. Buckley, and J.E. Moore. "Recruiting and Retaining IS Personnel: Factors Influencing Employee Turnover", SIGCPR 1998, Boston, MA.

Valacich, J., C. Speier, M.G. Morris (1997) "An Empirical Test of Media Synchronicity Theory", Proceedings of the Hawaiian International Conference on Systems Science, January 1998, Hawaii.

Palmer, J. and C. Speier (1997) "Teams: Virtualness and Media Choice, Proceedings of the Hawaiian International Conference on Systems Science, January 1998, Hawaii.

Speier, C. (1997) Using Aggregated Data Under Time Pressure: A Mechanism for Coping With Information Overload, Proceedings of the Hawaiian International Conference on Systems Science, January 1998, Hawaii

Speier, C., J. S. Valacich, I. Vessey "The Effects of Interruptions and Information Presentation Formats on Decision Performance", Proceedings of the International Conference on Information Systems, December 1997, Atlanta GA.

Palmer, J., C. Speier, and T. Than (1997) "Intranets as a Competitive Weapon: Improving Operational Efficiency and Organizational Learning", Proceedings of the American Society for Competitiveness 1997 Conference, Tulsa OK.

Palmer, J. and C. Speier (1997) The Virtual Workplace: Organizational Forms and Information Technology Usage, Proceedings of the Association for Information Systems Conference, August, Indianapolis, IN.

Harvey, M.G., J. Palmer, and C. Speier, "Intranets and Organizational Learning", Proceedings of SIGCPR, April, 1997.

Speier, C., and C.V. Brown (1996) "Differences in End-User Computing Across Functional Groups", Proceedings of the Hawaiian International Conference on Systems Sciences, Maui, Hawaii, pg 374-383.

Morris, M.G., C. Speier, and J.A. Hoffer (1996) "The Impact of Experience on Individual Performance and Workload Differences Using Object-Oriented and Process-Oriented Systems Analysis Techniques", Proceedings of the Hawaiian International Conference on Systems Sciences, Maui, Hawaii, pg. 232-241.

Speier, C. and M. Swink (1995) "Manufacturing Strategy Research: An Examination of Research Methods and Analytical Techniques", Proceedings of the Decision Science Institute, Boston MA, November, 1995.

Morris, M.G., C. Speier, and C.M. Briggs (1995) "Improving Teaching and Training: Results from a Study Examining the Effects of Attitudes on Computer Performance", Proceedings of the Information Systems Education Conference, Charlotte, NC, November, 1995.

Speier, C., M.G. Morris, and C.M. Briggs (1995) "Attitudes Toward Computers: The Impact on Performance", Proceedings of the Association for Information Systems, Pittsburgh, PA, August 1995.

Speier, C. (1995) "Effects of Data Aggregation on Information Processing Under Time Pressure", Proceedings of the Midwest Decision Sciences Institute, St. Louis, MO, May 1995.

Speier, C. and C.V. Brown (1994) "Differences in End-User Application Development Across Functional Groups: Opportunities, Risks, and Management Action", Proceedings of the Association of Management Conference, Dallas, TX, August, 1994.

Speier, C. (1994) "Effects of Demographic Factors and Ethical Discussions on Software Piracy", Proceedings of the Midwest Decision Sciences Institute, Cleveland, OH, May, 1994.

### **Invited Presentations**

FreeMarkets E-Sourcing Seminar Executive Seminar: A Perspective on E-Procurement (2/02)

Indiana University: Seminar Workshop: Adoption of Sales Force Automation Technologies (2/02)

Oakland University: Applied Technologies in Business, Executive Seminar (10/00): Why Do Consumers Buy on the Internet?

University of Oklahoma: Center for MIS Studies--Executive Seminar (11/98): Retention of MIS Professionals

MSU, Accounting Workshop (10/98): Computer Technology Training in the Workplace: A Longitudinal Investigation of the Effect of Mood

University of Maryland, Seminar Workshop (10/98): Time Pressure and Interruptions and their Influence on Using Information Systems

University of Oklahoma: Center for MIS Studies, Executive Seminar (4/98): Valuing Information Systems

University of Oklahoma: Center for MIS Studies, Executive Seminar (10/97): Object Oriented Design in Information Systems



## **Executive Development**

- 2006-2008 MSU, Masco Corporation
- 2005: MSU, Kerr McGee
- 2004: MSU LG E&C Symposia,
- 2002-2003: Kellogg's Integrated Operations Management Program, May 2003
- 2002-2008 Broad Flagship Executive Seminar, Sept 2002
- 2002-2008: Advanced Supply Chain Seminar, Sept 2002
- 2002-2005: Supply Chain Management program for IFI Students,
- 2000-2004: Michigan State University Siemens Executive Development Program,
- 2000-2008: Michigan State University Steelcase/Amway Program, Executive Seminar on E-commerce and Enterprise Resource Planning, 2 session in 2000 and 2001,
- 2000-2008: Michigan State University Annual Procurement Conference, Executive Seminar on E-Procurement,
- 1999-2008: Michigan State University Annual Supply Chain Conference, Executive Seminar on Internet-Based Supply Chain Management

## **Department & College Service**

### **University Level**

- Sustainability Committee (2009-present)
- Faculty and Organizational Development Advisory Board (2006-present)
- Instructional Computing and Technology Committee (2003-2005)
- University Teacher Scholar and Graduate Teaching Award (2002-2003)

### **College Level**

- CAC (2010-2011)
- UPC (2010-2011)
- FT MBA Task Force (2010-2011)
- Broad: MBA Case Competition Coordinator (2009-present)
- Chair WMBA Curriculum Committee (2008-2009)
- Chair WMBA Expansion Committee (2008-2009)
- Search Committee: WMBA Director (2008-2009)
- Search Committee: MBA Academic Services Director
- Chair EMBA Curriculum Committee (2007-2008)
- Search Committee: EMBA Director (2007-2008)
- Broad: MMBA/EMBA committee (2005-2006)
- Broad: Undergraduate Programs Committee (2004-2005)
- Broad: Undergraduate Programs Committee (2001-2004)

- Broad: ITM Committee work (strategic plan, etc.) (2000-2003)
- MSU: Broad School: Undergraduate grievance committee hearing member (2004)
- Broad: Summer Research Grant Awards Committee (2001)
- Broad: MBA ICE Case Competition Judge (2000)
- Broad: IT Planning Committee (1999-2000)
- Broad: PIM Admissions Committee (1999-2002)
- Broad: Broad College Masters of International Business Committee (1999-2000)
- Broad: Broad College Strategic Planning Committee (1999)
- Broad: Marketing Dept Committee for Techno Marketing concentration (1999-2001)
- Broad: Search Committee for Broad Technology Professors (1998-2001)
- University of Oklahoma: Search Committee for Mgmt Div. Director (1997-1998)
- University of Oklahoma: Undergraduate Curriculum Committee (1997-1998)
- University of Oklahoma: MIS Position Recruiting Committee (1996-1998)

#### Departmental Level

- Sustainability task force (2009-2010)
- SOX Curriculum Committee (2004-2005)
- A&IS: DAC (2002-2004)
- P&T Committee reappointment decision (2004)
- Strategic Planning committee (completion of activities from 2002-2003 DAC)
- Accounting: Evaluation Committee (2001-2002)
- Accounting: Undergraduate Curriculum Committee (2001-2002)
- Accounting: Recruiting for systems faculty (1999-2001)
- Accounting: Strategic Planning Committee—Systems Subcommittee
- Accounting: DAC (1999-2001)

#### External Service

- Michigan State University Federal Credit Union Board of Directors (2011-present)
- Michigan State University Federal Credit Union Supervisory Committee (2005-2011)

#### Conference Responsibilities

- \* AMCIS MIS Faculty Camp Co-Chair (2011)
- \* ICIS Track Co-Chair (2010)
- \* MWAIS Conference Program Co-Chair, 2005-2006
- \* Decision Science Conference, PhD Consortium, 2005
- \* ICIS Conference, Associate Editor for Electronic Enterprises track
- \* SIGHCI Program Committee
- \* INFORMS CIST Program Committee
- \* Mini track co-chair AIS 1997-1998

- \* Mini track co-chair HICSS 1998

### **Editorial Review Board/Associate Editor**

- \* Decision Sciences—Senior Editor (1 of 4) 2010-current
- \* IEEE-Associate Editor (2005-current)
- \* MIS Quarterly-Associate Editor (2005-2010)
- \* Decision Science-Associate Editor (2006-2010)

### **Reviewer for:**

- Management Information Systems Quarterly
- Information Systems Research
- Management Science
- Decision Sciences
- OBHDP
- Journal of Operations Management (on board)
- Journal of Marketing
- International Journal of Human Computer Systems
- Journal of Database Management
- DATABASE
- Information Technology and Management
- Hawaiian International Conference on Systems Sciences
- Association for Information Systems Conference
- International Conference on Information Systems
- Decision Sciences Institute
- Academy of Management Conference

### **Awards and Honors**

- \* Computerworld Honors 2003, 21<sup>st</sup> Century IT Leadership Award to LON CAPA/MSU grant efforts. One of 7 finalists in Education category. Nominated by Morgan Stanley.
- \* MSU University-wide Teacher-Scholar award recipient (2000-2001).
- \* MSU Department of Accounting Teaching Award (2000-2001).
- \* MSU Department of Accounting Research Award (1999-2000).
- \* APICS/Journal of Operations Management Reviewer Excellence (2000).
- \* JC Penney Leadership fellowship supporting undergraduate student research project, Spring 1997.
- \* University of Oklahoma College of Business competitive research grant award, \$5000.
- \* University of Oklahoma Research Equipment Grant award, \$23,790.00.
- \* JC Penney Leadership fellowship supporting undergraduate student research project, Fall 1997.

- \* JC Penney Leadership fellowship supporting undergraduate student research project, Summer 1997.
- \* University of Oklahoma College of Business competitive research grant award, \$5000.
- \* Winner of the William G. Panschar Undergraduate Teaching Excellence Award. Awarded by the Indiana University School of Business, May 1996.
- \* Invited to participate in the Ernst & Young Foundation/ICIS Doctoral Consortium held in conjunction with the Sixteenth Annual Conference on Information Systems, Amsterdam, The Netherlands, December, 1995.
- \* Doctoral Research Fund grant from the Indiana University School of Business for financial support of research projects; Spring 1995, Fall, 1995.
- \* Doctoral Fellowship, Indiana University, 1993-1996.

## **Work Experience**

Computer Identities (12/89-5/93) District Manager. Handled a nine state territory selling bar code and data collection systems. Worked closely with Information Systems and Manufacturing Engineering groups within customer facilities.

Ellison Robotics (9/88-12/89) District Manager. Covered a two state territory selling industrial robotics into manufacturing environments.

Aluminum Company of America (5/86-8/88) Sales Engineer. Covered a three state territory selling aluminum to large manufacturing companies.

## **Teaching Responsibilities**

### 2010-current

- Accounting Information Systems (undergraduate)
- Service Supply Chain (Full Time MBA Elective)

### 2000-2005

- Information Technology Management (Full Time MBA Core)
- Enterprise Information Systems (Weekend MBA Program)
- Business Information Systems (Core, Undergraduate Course)
- Behavioral Research in Information Systems (Phd, 2004 only)

### 1998-2000

- Enterprise Information Systems (Weekend MBA Program)
- Telecommunication and Networking (MBA & M.S.)
- Logistics In Supply Chain Management (Executive Development)
- Steelcase/Amway Development Program (Executive Development)

- Purchasing and Supply Chain Management (Executive Development)

#### 1997-1998

- Systems Analysis and Design (undergraduate)
- Information Systems Strategy (MBA)
- HANWHA Energy Corporation (Executive Development)
- OU/OSU Management Development Program (Executive Development)
- 15 independent study projects with students including Visual Basic, Women in IT professions, A research agenda for push technology, etc.

#### 1996-1997:

- Introduction to Database (undergraduate)
- Object Oriented Analysis and Design (M.S.)
- 3 independent study projects with students

#### 1994-1996

- Introduction to Computer Systems (Access, Excel, WWW) (undergraduate)
- Cobol Programming (undergraduate)