

## THOMAS W. FERRATT

[Sherman-Standard Register Endowed Chair in Management Information Systems](#)  
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### UNIVERSITY EMPLOYMENT

University of Dayton, School of Business Administration (SBA), 1986-Present  
Indiana University, Graduate School of Business, 1984-1986  
Drake University, College of Business Administration, 1974-1984

*Professor*, responsible for teaching, research, and service in management and information systems

- **Demonstrated record of collaboration, breadth, innovation, and quality**
  - Co-taught undergraduate and graduate courses with at least eight different faculty
  - Co-authored over 50 journal and conference papers and 2 books
  - Taught undergraduate and graduate students, executives, and non-managers
  - Taught management information systems, computer programming, organizational theory and behavior, production and operations management, business policy, and research methodology
  - Developed new courses with funding from curriculum development grants
  - Received awards for quality of research (SIM Best Paper, SBA Research Excellence)
  - Received student evaluations that average 3.0 on a 0 (low) - 4 (high) scale
- **Proven commitment to the ideal of servant leadership in a professional, collaborative environment**
  - Chaired various committees, e.g., faculty search, curriculum revision, tenure review
  - Proposed and directed the development of the MIS Advisory Board at the University of Dayton
  - Doctoral Consortium co-chair for the 2007 ACM SIGMIS CPR Conference. Served as Program and Conference Chair for ACM's Special Interest Group on Computer Personnel Research (SIGCPR now merged with [SIGMIS](#)) and served as the SIG Chair
  - Currently serve as an associate editor for *Information Systems Research* and a senior editor for *The DATA BASE for Advances in Information Systems*
- **Successful management of over \$450,000 in projects involving multiple organizations, e.g.:**
  - Conducted research for the Advanced Practices Council of the Society for Information Management on recruitment and retention of IT professionals. Included strategic audits of IT human resource practices, presentations to Chief Information Officers and other managers, and publication of articles and a book
  - Provided coordination, documentation, and evaluation for a project with the Greater Dayton Area Hospital Association to build a network for sharing patient information across seven hospitals

*Administrator*, including associate dean and department chair

- **Demonstrated leadership in developing, sharing, and implementing a vision**
  - Led \$400,000 of revisions to SBA classrooms and labs over three years (1997-2000) incorporating and updating technology to enhance teaching and learning
  - Developed a strategic plan for using information technology to support the educational mission of the SBA
  - Recommended and obtained approval to expand full-time information technology support staff from 2 to 5 over a three year period while also doubling the budget (from \$25,000 to \$50,000) for part-time support
  - Initiated and directed a revision of the undergraduate management curriculum while chair of the management department at Drake University

### EDUCATION

Ohio State University, M.B.A., Ph.D., 1970-1974  
University of Notre Dame, B.B.A., 1964-1968

## **SELECTED REFEREED JOURNAL AND PROFESSIONAL PUBLICATIONS**

Jayesh Prasad, Harvey G. Enns, and Thomas W. Ferratt, "One Size Does Not Fit All: Managing IT Employees' Employment Arrangements," *Human Resource Management*, Vol. 46, Issue 3, Autumn (Fall) 2007, pp. 349-372.

Thomas W. Ferratt, Sanjay Ahire, and Prabuddha De, "Achieving Success in Large Projects: Managerial Implications from a Study of ERP Implementations," *Interfaces*, Vol. 36, No. 5, Sept.-Oct. 2006, pp. 458-469.

Harvey G. Enns, Thomas W. Ferratt, and Jayesh Prasad, "Beyond Stereotypes of IT Professionals," *Communications of the ACM*, vol. 49, No. 4, April 2006, pp. 105-109.

Thomas W. Ferratt, Ritu Agarwal, Carol Brown, and Jo Ellen Moore, "IT Human Resource Management Configurations and IT Turnover: Theoretical Synthesis and Empirical Analysis," *Information Systems Research*, September 2005, Vol. 16, no. 3, pp. 237-255.

Ritu Agarwal and Thomas W. Ferratt, "Enduring Practices for Managing Information Technology Professionals," *Communications of the ACM*, Vol. 45, no. 9, Sept. 2002, pp. 73-79.

Robert P. Roepke, Ritu Agarwal, and Thomas W. Ferratt, "Aligning the IT Human Resource with Business Vision: The Leadership Initiative at 3M," *MIS Quarterly*, Vol. 24, No. 2, June 2000, pp. 327-353. [First place, 1998 SIM Paper Competition]

Thomas W. Ferratt and George E. Vlahos, "An Investigation of Task-Technology Fit for Managers in Greece and the US," *European Journal of Information Systems*, Vol. 7, No. 2, June 1998, pp.123-136.

Thomas W. Ferratt, Albert L. Lederer, Stephen R. Hall, and Joseph M. Krella, "Swords and Plowshares: Information Technology for Collaborative Advantage," *Information and Management*, Vol. 30, No. 3, June 1996, pp. 131-142.

Thomas W. Ferratt, Larry E. Short, and Ritu Agarwal, "Measuring the Information Systems Supervisor's Work-Unit Environment and Demonstrated Skill at Supervising," *Journal of Management Information Systems*, Vol. 9, No. 4, 1993, pp. 121-144.

Thomas W. Ferratt, "Careers in Information Systems," in *Macmillan Encyclopedia of Computers*, ed. Gary G. Bitter. New York, 1992, pp. 147-158.

Thomas W. Ferratt and Larry E. Short, "Patterns of Motivation: Beyond Differences Between Information Systems and Non-Information Systems People," *MIS Quarterly*, March, 1990, pp. 3-6.

Thomas W. Ferratt and Larry E. Short, "Are Information Systems People Different: An Investigation of How They Are and Should Be Managed," *MIS Quarterly*, September, 1988, pp. 427-443.

Thomas W. Ferratt and Larry E. Short, "Are Information Systems People Different: An Investigation of Motivational Differences," *MIS Quarterly*, December, 1986, pp. 377-387.

## **BOOKS**

Fred Niederman and Thomas W. Ferratt, Editors, *IT Workers: Human Capital Issues in a Knowledge-Based Environment*, Greenwich, CT: Information Age Publishing, Inc., 2006.

Ritu Agarwal and Thomas W. Ferratt, *Coping with Labor Scarcity in Information Technology: Strategies and Practices for Effective Recruitment and Retention*, Cincinnati: Pinnaflex Educational Resources, Inc., 1999.