

Arlene J. Nicholas, Ph.D.

Salve Regina University
office 401-341 3280

arlene.nicholas@salve.edu

- Current Work** Salve Regina University, Newport, R.I.
Associate Professor Business Studies and Economics Department
1999-Present Full time faculty
- 2011 - Present Director Graduate MBA and MS and management certificate programs
Review graduate applications, adjunct faculty applications, schedule courses, meet and advise students, attend grad meetings and open houses (Newport and Warwick). Maintain balance of required courses offered in semesters and summer sessions online and on-campus. Researched and proposed Non-profit Management certification and concentration, and revised MBA program.
- 2010-Present Coordinator, Sports Management Minor
- 2010 - 2015 Coordinator, Undergraduate Business Administration Major/Minor
- 2010 - 2011 Coordinator Graduate MBA and MS and certificate programs.
- Sept 2004 - Present Human Resource Management, Management and Organizational Behavior, Business Communications, Business Ethics, Business Research and Service Learning. Management courses focus on organizational behavior, ethics and human resource management involving contemporary issues of managing change, technology and workforce diversity in the global environment. HR focuses on the legal environment including EEO legislation and court cases. Business Communications includes creating a goodwill service or product for a foreign company with a portfolio and team presentation of the culture and environment of the country. Service Learning was a voluntary one credit project for HR and Business Communication students to help community people and non-profits. These projects are now integrated into standard courses.
Designed online graduate interactive Human Resource Course, undergrad Business Ethics. Updated and revised online graduate interactive Management and Organizational Theory course. Revised MS Management degree to MS of Innovation and Strategic Management.
- Sept 2006 - Sigma Beta Delta International Business Honor Society Chapter Advisor
May 2012
- Sept 1999 - 2004 Salve Regina University, Faculty of Management and Information Systems
Science courses including organizational behavior, HR and Business Research.
Computer courses covered basic computer hardware, systems analysis and design and Microsoft Office suite applications.
- Fall 2001- Salve Regina University, Faculty, Graduate online courses and in-class sections

- Present Interacting, advising and grading online students in Human Resource Management course. Revised and updated on campus Human Resource Management course adding technology applications such as advanced researching assignments, paper formatting and threaded online discussions.
- Fall 2006 *Adjunct Faculty*- Touro University International
Management of Human Resources, Business Ethics online graduate courses
- 1995-2004 *Adjunct Faculty*, Salve Regina University, Information Systems Science
These courses described the concepts and terminology of business computer- based information technology and systems analysis with hands-on laboratory lessons and assignments. Also taught courses in Economic Geography

Publications

- “Internships: Experiential Learning Academic Connections and Assessment” Proceedings Northeast Business and Economics Association (NBEA) 42nd Annual Conference, York College, Jamaica, NY.
- “Technological Monitoring of Employees.” Proceedings, Northeast Business and Economics Association (NBEA) 41st Annual Conference, Monmouth University, West Long Branch, NJ. 2014.
- “Systematic ICT surveillance by employers: Are your personal activities private?” *Human Choice and Computers HCC-11*, 23, 53-62. Turku University Press TUCS, Finland, July, 2014.
- “Management and telework.” *Encyclopedia of Business Analytics and Optimizations* (EBAO). (pp. 1435-1446) Editor. Wang, J. (5 Volumes) (pp. 1- 2863). Hershey, PA: IGI Global. doi:10.4018/978-1-4666-5202-6. 2014
- “Graduate engagement in an online management course”. *Academy of Business Research Journal*, 1 ISBN-10: 1497324556. 2014.
- “Learning management systems (LMS) and automated essay scoring (AES) applications in undergraduate courses.” with Lewis, J.K. Proceedings. Campus Technology 20th Annual Technology in Higher Education Conference. Boston, MA. 2013.
- “Use of LMS in undergraduate business communications courses” European Conference on Research Methodology for Business and Management, (pp. 395-398) Proceedings. University of Minho, Guimaraes, Portugal. 2013.
- “The Net Generation and e-textbooks.” with Lewis, J. K. In K. Beycioglu (Ed.), *Ethical technology use, policy, and reactions in educational settings* (pp. 153-161). Hershey, PA: IGI Global. 2013.
- “Will telework help to attract millennial employees?” Northeast Business and Economics Association meeting. Proceedings. Long Island, N.Y. 2012.
- “E-text books usage by faculty and students in a small liberal arts university” with Lewis, J. K. Campus Technology 19th Annual Education Technology Conference. Boston, MA. 2012.
- “Engaging the Net Generation Student.” SRHE (Society for Research in Higher Education) Conference. Proceedings. Newport, Wales. 2012.
- “Net Generation and E-text books.” with Lewis, J. K. *The International Journal of Cyber Ethics in Education: Special Edition*, 1(3). 70-77. 2011.
- “Learning enhancement or headache: Faculty and e-textbooks.” with Lewis, J. K. *International Journal of Information Systems in the Service Sector* (IJISSS) 5(2)-ID8462. 2011.

- “Net Generation Students and e-textbooks.” with Lewis, J. K. Proceedings. Northeast Business and Economics Association meeting, Philadelphia, PA. October, 2011.
- “Net-generation and management: New workers and trust.” *International Journal of Knowledge, Culture and Change Management* 10 (10), 1-10. 2011
- “Preferred learning methods of the millennial generation.” In J. H. Westover (Ed.), *Training the next generation of knowledge workers: Reading for effective secondary education & workplace learning practices* (pp. 55-68). Australia, Common Ground Publishing PTY Ltd. 2011.
- “Learning enhancement or headache: Faculty and e-textbooks.” with Lewis, J.K. Proceedings. Northeast Business and Economics Association meeting, Morristown, N. J. September, 2010.
- “Merciful Practices of a Business Program.” with Warrington, T. & Keenan, J. *Journal of Catholic Higher Education*, 27(1) 83-95. 2008 printed 2010.
- Millennial Interest in Teleworking: A survey of generational attitudes*. Germany: VDM Publishing House Ltd. 2009.
- “Generational Perceptions: Workers and Consumers.” *Journal of Business and Economics Research* 7(10), 47-52. 2009.
- “Is Teleworking for the Millennials?” with Guzman, I. Proceedings. Association for Computing Machinery Special Interest Group Management Information Systems (ACMSIGMIS) Conference Limerick, Ireland. May, 2009.
- “Generational Perceptions: Workers and Consumers.” Proceedings. International Applied Business Research Conference, San Antonio, TX. Best Paper Award. March, 2009.
- “Preferred Learning Methods of the Millennial Generation.” *International Journal of Learning*, 15(6), 27-34. 2008.
- “Millennial Attitudes Toward Books and E-Books.” with Lewis, J. K. *The International Journal of the Book*, 5(2), 81-92. 2008.
- “Preferred Learning Methods of the Millennial Generation.” Proceedings. International Conference on Learning, University of Illinois, Chicago, IL. June, 2008.
- “Merciful Practices of a Business Program” with Warrington, T. & Keenan, J. Proceedings. Mercy Conference, Georgian Court University, Lakewood, N.J. June, 2008.
- “Merciful Practices of a Business Program” with Warrington, T. & Keenan, J. Proceedings. Mercy Symposium, Salve Regina University, Newport, R.I. May, 2008.
- “Millennial Attitudes Toward Books and E-Books.” with Lewis, J. K. Proceedings. Fifth International Conference of the Book, Madrid, Spain. October, 2007.
- “Generational Perceptions of Teleworking.” Proceedings. Annual meeting of the Eastern Academy of Management, Saratoga, NY. 2006, May
- “Telework: Benefits and Barriers.” Proceedings. Annual meeting of the Institute of Behavioral and Applied Management (IBAM), Tampa, FL. Nicholas, A. 2003, October.

Presentations

- New England Faculty Development Consortium (NEFDC) Fall Conference. “Using LinkedIn to Teach Concise Writing, Ethics and Networkng.” November, 2015. New England Institute of Technology.
- November, 2015. “Internships: Experiential Learning Academic Connections and Assessment” Northeast Business and Economics Association (NBEA) 42nd Annual Conference, York College, Jamaica, NY
- October, 2015. Instructed seminar on “Respect in the Workplace” for East Bay Skills Alliance. Florence Gray Center, Newport RI

- November 2014. “Technological Monitoring of Employees” Northeast Business and Economics Association (NBEA) 41st Annual Conference, Monmouth University, West Long Branch, NJ.
- August 2014. “Systematic ICT surveillance by employers: Are your personal activities private?” 11th Human Choice and Computers International (HCC) conference, Turku, University, Finland
- March 2014. “Multi-generational Workforce” for RI Government Finance Officers Association (RIGFOA) conference. Warwick, RI
- August, 2013. with Lewis, J.K. “Learning Management Systems (LMS) and Automated Essay Scoring (AES) Applications in Undergraduate Courses.” Campus Technology 20th Annual Technology in Higher Education Conference. Boston, MA.
- July, 2013. “Use of LMS in undergraduate business communications courses” for the 'ECRM' European Conference on Research Methodology for Business and Management, University of Minho, Guimaraes, Portugal
- March, 2013. “Graduate engagement in online management courses.” Academy of Business Research Conference, New Orleans, LA. (Best Paper in Session).
- October, 2012. “Will telework help to attract millennial employees?” Northeast Business and Economics Association meeting. Long Island, NY
- July, 2012. with Lewis, J.K. “E-text books usage by faculty and students in a small liberal arts university” Campus Technology 19th Annual Education Technology Conference. Boston, MA.
- February 8, 2012. “Universal Design for Learning” with colleagues. Teaching and Learning Symposium, Salve Regina University
- June, 2012. Keynote speaker. Middletown Rotary Scholarship Award Night, Middletown, RI
- December, 2011. “Engaging the Net Generation Student.” SRHE (Society for Research in Higher Education) Conference, Newport, Wales
- October, 2011. with Lewis, J.K. “Net Generation Students and e-textbooks,” Northeast Business and Economics Association meeting, Philadelphia, PA
- May 19, 2011. Faculty Technology workshop with Kathryn Rexrode, Nursing faculty, “Clickers in the Classroom.”
- March 3, 2011. “Motivating Generation Y students. “Center of Teaching and Learning, Salve Regina University.
- September, 2010. with Lewis, J.K. “Learning enhancement or headache: Faculty and e-textbooks,” Northeast Business and Economics Association meeting, Morristown, NJ
- July, 2010. “Net-generation and management: New workers and trust.” Knowledge, Culture and Change Management Conference, Montreal, Canada.
- June, 2010. Keynote speaker. Middletown Rotary Scholarship Award Night, Middletown, RI
- January 14, 2010. Keynote speaker “Communications Forum” Salve Regina Pell Center. Newport, RI
- June, 2009. with Lewis, J.K. “The Net Generation and E- textbooks.” Network Ethics: The New Challenge in Business, ICT and Education Conference, Catholic University of Lisbon, Center for Ethics Business and Economics. Lisbon, Portugal
- May, 2009. “Is Teleworking for the Millennials?” Association for Computing Machinery Special Interest Group Management Information Systems (ACMSIGMIS) Conference Limerick, Ireland
- May 12, 2009. Featured Speaker at Strong Women Lecture Series “Lifelong Learning”. Salve Regina University
- April 23, 2009. “Generational Perceptions: Management and Sales.” at APC/Schneider Electric to Human Resource team in Kingston and other states through conference call/net meeting.

March, 2009. "Generational Perceptions: Workers and Consumers." International Applied Business Research Conference, San Antonio, TX. Best Paper Award,
 November 17, 2008. "Across the Generations: Closing the Gap" Featured speaker, Meeting Professionals International (MPI) conference, Newport, RI
 June, 2008. "Preferred Learning Methods of the Millennial Generation." International Conference on Learning, University of Illinois, Chicago, IL
 June, 2008. with Warrington, T. & Keenan, J. "Merciful Practices of a Business Program" Mercy Conference, Georgian Court University, Lakewood, NJ
 May, 2008. with Warrington, T. & Keenan, J. "Merciful Practices of a Business Program" Mercy Symposium, Salve Regina University, Newport, RI
 October, 2007. with Lewis, J.K. "Millennial Attitudes Toward Books and E-Books." Fifth International Conference of the Book, Madrid, Spain
 May, 2006. "Generational Perceptions of Teleworking." Annual meeting of the Eastern Academy of Management, Saratoga, NY
 October, 2003. "Telework: Benefits and Barriers". Annual meeting of the Institute of Behavioral and Applied Management (IBAM), Tampa, FL

Achievements

Committee member and Peer Reviewer for 15th European Conference on Research Methodology for Business and Management Studies (ECRM-2016) University of Kingston, Kingston, UK, June, 2016
 Awarded attendance for New England Faculty Development Consortium (NEFDC) Fall Conference. "Challenges & Opportunities for Educators of the Future." November 2014 College of the Holy Cross
 Session Chair. Northeast Business and Economics Association (NBEA) (41st Annual conference. Monmouth University. November 2014.
 Committee member for 14th European Conference on Research Methodology for Business and Management Studies (ECRM-2015) University of Malta, Valleta, Malta. June 2015
 Session Chair at Human Choice and Computers (HCC) International Conference, Turku University, Finland, August 2014
 Earned Quality Matters Applied Rubrics update certification through program/test. July, 2014
 Peer Reviewer for Sage Open Source (invited by Dr. Zachary Shaeffer, Ariel University, Israel) "Dynamics in Organisational Culture" June, 2014
 Awarded course in Quality Matters Peer Reviewer training. Earned certification. June, 2014
 Article "The Net Generation and E-textbooks" cited in Chapter: The Concept of eTextbooks in K-12 Classes from the Perspective of Its Stakeholders, Guang Chen, Chaohua Gong, Junfeng Yang, Xiaoxuan Yang, Ronghuai Huang, In book: Human-Computer Interaction and Knowledge Discovery in Complex, Unstructured, Big Data, Publisher: Springer-Verlag Berlin Heidelberg, pp.319-325.
 Research study replicated (with permission) by Shawna J Fabian [sfabia19109@viterbo.edu] of Viterbo University for her capstone MBA project. Dissertation work was referenced 13 times in the 40 page paper that included my survey instrument.
 Completed Quality Matters Rubric course, earned certification. May 2014
 Coordinated 'Charmed by Charity' fundraiser for Judith A Keenan Scholarship fund at Alex & Ani Newport, April 23, 2014
 Peer reviewer, Sage OpenSource. Requested by Dr. Zachary Shaeffer of Ariel University, Ariel, Israel. June 2014

Task force for Salve and community high school and business offerings of Microsoft and IC3 certifications, February/March, 2014

Attended Athletics Integration Conference, Salve Regina by invitation from Sister Jane, February 26, 2014

Attended “Unlearning Racism in Schools” Faculty/staff competency development workshop. Ochre Court. February 24, 2014

Published commentary in “The Catholic Intellectual Tradition” Salve Regina University. Office of Mission Integration February, 2014.

Nominated for John Robert Gregg Business Education Award, January 2014

Researched paper with Nicholas, R., “Birth of a Nation” submitted for Pell Story in the Public Square at request of Dr. Ludes. May 2013

Attended advising webinar on first generation college students. March, 2013

Center for Teaching and Learning online teaching webinar/roundtable. February, 2013

Selected as a Faculty Fellow for Pell Center for International Relations and Public Policies. December, 2012

Raised \$603 through Sigma Beta Delta fundraiser for Martin Luther King Jr. Community Food Bank. November, 2012

Contracted to revise and update Human Resources Management online interactive graduate course and to create new hybrid undergraduate Management and Organizational Behavior course for Warwick continuing ed. July, 2012

Awarded scholarship for online design course and earned certificate of completion. July, 2012

Awarded Presidential funding for Teaching Professor Conference attendance Washington, D.C. June 2102

IC3, Internet Core and Computing certification, March, 2012

Compensated reviewer for McGraw Hill/Irwin, HRM book “Actionable Human Resource Management” 1e, January, 2012 . in book credits.

Raised \$542 through Sigma Beta Delta fundraiser for Martin Luther King Jr. Community Food Bank. November, 2011

Awarded Mission Mercy Grant for 2011-2012 year for work with underserved clients of Child & Family

Awarded trip for executive meeting at Sigma Beta Delta headquarters, University of St. Louis, Missouri, September, 2011

Peer reviewer, The European Conference on Information Systems (ECIS), Aalto University, School of Economics, Helsinki, Finland. January, 2011

Compensated reviewer for McGraw Hill/Irwin, HRM book chapters “Actionable Human Resource Management” 1e. AHRM 1e, May, 2011

Organized Sigma Beta Delta committee to encourage students to donate a meal plan dinner for Martin Luther King Community Center “Feed a Friend” program which resulted in a \$515 check awarded. November, 2010

Chosen as one of five Sigma Beta Delta faculty in the country to receive Leadership Conference Attendance Award. 2010

Coordinated with Child & Family’s Emily Fowler, successful grant of \$60,000 for Home Health Aid Certification of underserved community members entering/re-entering workforce with Salve student’s service learning project teaching resume, cover letter and interviewing skills. 2010

Compensated reviewer for Management textbook. 2010

Peer reviewer for Journal of Knowledge, Culture and Change Management. 2010

Microsoft Certified Word Application Specialist. 2009

Scholarly peer reviewer for Human Technology, An Interdisciplinary Journal on Humans in ICT Environments. 2009

Created online graduate course in mywebcourse software. 2008

Raised \$250 through Sigma Beta Delta bake sale for FAWE - Forum for African Women Educationalists. 2007

Awarded Touro University International Provost Scholarships 2001-2004

Selected as Graduate Assistant for Business Ethics course for Dr. Steven Gold, Touro University International. 2001- 2004

Developed and wrote an online MGT300 Business Ethics course for WebCT. 2000

Initiated interactive videoconferencing prototype program in conjunction with faculty and students in ISS 412 Telecommunications and Distributed Data Processing. Established interactive communications with South Africa, New Jersey, Russia and Naval Undersea Warfare Center (NUWC). 2000

Increased utilization of hardware and software in the UCL by 30% through enterprising classroom programs. 1997

Realized a 15% saving of fiscal budget during first year of management of the UCL through judicious time management procedures. 1993

Continuously maintained expenditures within allocated budgeting by limiting employment costs through creative optimization of scheduling.

Compiled statistics through SAS software, edited and formatted text and developed extensive experience accessing online libraries worldwide via Internet for doctoral candidate's dissertation.

Education *Touro University International (branch of Touro College N.Y.)*
 Ph.D. in Business Administration, 2007
Salve Regina University
 M.S. Information Systems Science, 1996
 M.A. Human Resource Management, 1994
 B.S. Biology Cum Laude, 1992

Honors Sigma Beta Delta International Honor Society (Business, Mgt., Administration)
 Sigma Phi Sigma National Honor Society
 Lambda Tau Honor Society
 Cum Laude Graduate
 Pell Faculty Scholar

Prior Work *Salve Regina University*
 Fall 2000 *Salve Regina University*, Co-developed and co-instructed new course in Bioinformatics about researching and understanding databases of medical information and creating relevant charts, presentations and research papers from the data.

Spring 2000 *Salve Regina University*, Developed new course for ISS 103 that concentrated on the management of information systems including ethical policies, e-mail usage, VTC applications and managing teleworkers.

June 1997 - *Salve Regina University*, Freshmen/New Student Seminar Advisor

- 2009 Advising new students of requirements and teaching a course for orientation to University life. Ongoing advising of upper level Business majors.
- June 2000 - Harbormaster's office, City of Newport, *Assistant*
2008 Maintaining the security and authorized docking at Newport Harbormaster's dock. Creating and updating computer logs for moorings and relevant port documents and informational guide to tourists.
- June 2000 - Touro Synagogue, *Docent*
2007 Educational lectures at country's oldest synagogue.
- June 1998 - Rhode Island Small Business Administration
2002 *Consultant: Management, Information Technology*
Systems analysis for small business owners to help with comprehensive planning in area of personnel management and /or technological advances such as web page development and design.
- July 1992 - Assistant Director, Interim Director, University Computer Laboratory (UCL)
August 1999 Responsible for implementation, maintenance and documentation of the UCL which was defined as five separate facilities. Four of these contained networked computers that I scheduled as classrooms or for independent student study. The fifth was a multimedia training room. Tasks included teaching software applications, interacting with students, faculty, staff and external groups, assisting University users with software problems, scheduling student workers and implementing training programs in software and hardware trouble-shooting proceedings and multimedia set-up for student workers, designing and teaching workshops for outside professional and non-professional groups. Instructed and guided work/study students in professional office behavior such as preparing technical user guides, proper dress codes, attendance, status reports, helpful and friendly assistance. Assisted with the transition and installation of token ring and Ethernet laboratories. Installed software and/or upgrades when needed. Attended workshops and seminars on new software applications.
- Sept 1995- Part-Time Faculty -- Salve Regina University Economics Department
Dec 1995 Taught courses in Economic Geography, an overview of the developed and developing realms of the world, their cultures, politics and economic interactions.
- May 1991 - Academic Computer Laboratory (now University Computer Labs)
Jul 1992 Office Support Coordinator
Provided ACL maintenance, instructed students, faculty, staff and external groups in various software applications such as WordPerfect and Lotus. Attended training sessions in software/hardware and management skills.
- Jan 1989 - Biology Department -- Laboratory Assistant
May 1992 Responsible for the preparation and application of medical technology labs. Assisted in workshops and helped students with instructional computer programs.

- Summer 1989 Salve Regina University Library -- Library Assistant
Assisted with the conversion from the Dewey Decimal system to the Library of Congress cataloging system. Utilized Symphony database for the ordering and cataloging of books.
- Pre 1989 Various retail experience including managing a bookstore and training employees.
- Memberships** ALT, Aquidneck Island Land Trust. Conservation and preservation org.
Seaman's Church Institute. Newport, RI
Newport County Mentor and Co-op Program NCMCP for aiding island high school students in job/career development
Environment Rhode Island. Water and energy conservation org.
Friends of the Waterfront. Newport waterfront preservation org.
Newport County Chamber of Commerce
Touro Synagogue Foundation
- Committee Works** Executive Committee 2012 - 2013
Curriculum Committee 2012 - 2015
Adjunct faculty grad courses and Warwick site and internship coordinator review
Behavioral Review Board 2011 -present
Green Salve committee 2011 -present
Modern and Classical Language faculty search committee 2011-2012
Universal Design for Learning 2011 -2012
Alumni Reunion Weekend Committee 2012
Datatel Review Committee 2011
Evaluation committee 2010 -2012
Elections committee 2010 -2012
Alumni Fall Festivity committee 2010
Steering Committee for New Student Seminar 2009 - 20012
Student of the Year selection committee 2010
Student Worker of the Year selection committee 2009
Committee on Long Term Vision of Technology in Education 2008
Committee on Responsible Social Behavior 2007
ILTAC (Information Literacy and Technology Across the Curriculum) 2006-2007
Academic Technology Planning committee 2005- 2007
Writing Across the Curriculum 2003 - 2004
New Student Seminar 2002
- Activities** Researching and writing on generations, focusing on Net generation, E-textbooks, HR issues, telework, and service learning. U.S and International travel to historic/cultural areas. Giving presentations and attending business and educational conferences.
- Volunteer** Touro Synagogue, East Bay Skills Alliance, Seamen's Church Institute, Junior Achievement (Rogers High School), Child & Family.