

Arlene J. Nicholas, Ph.D.

Salve Regina University

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- Current** Salve Regina University, Newport, R.I.
Work Assistant Professor Business Studies and Economics Department
1999 - Present Full time faculty
- 2011- Present Director, MBA/MS Graduate Management Program
- 2010 - Present Coordinator, Business Studies Program Undergraduate Department
- 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.
- 2010 - 2011 Coordinator Graduate MBA and MS and certificate programs.
- Sept 2004 - Present Human Resource Management, Management and Organizational Behavior, Business Communications, Business Ethics, 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 is a voluntary one credit project for HR and Business Communication students to help community people and non-profits. Designed online graduate interactive Human Resource Course. Updated and revised online graduate interactive Management and Organizational Theory course. Sigma Beta Delta International Business Honor Society Chapter Advisor
- 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- Present Salve Regina University, *Faculty*, Graduate online courses and in-class sections
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

- Nicholas, A. J. & Lewis, J.K. (2013). The Net Generation and e-textbooks. In K. Beycioglu (Ed.), *Ethical technology use, policy, and reactions in educational settings* (pp. 153-161). Hershey, PA: IGI Global.
- Nicholas, Arlene J. (October 2012). Proceedings “Will telework help to attract millennial employees?” Northeast Business and Economics Association meeting. Long Island, N.Y.
- Nicholas, Arlene J. & John K. Lewis. (July 2012) Proceedings. “E-text books usage by faculty and students in a small liberal arts university” Campus Technology 19th Annual Education Technology Conference. Boston, MA.
- Nicholas, Arlene J. (December, 2011). Proceedings. “Engaging the Net Generation Student.” SRHE (Society for Research in Higher Education) Conference, Newport, Wales.
- Nicholas, A. J. & Lewis, J. (2011). Net Generation and E-text books. *The International Journal of Cyber Ethics in Education: Special Edition, 1*(3). 70-77.
- Nicholas, A. J. & Lewis, J. (2011). “Learning enhancement or headache: Faculty and e-textbooks.” *International Journal of Information Systems in the Service Sector (IJSSS)* 5(2)-ID8462
- Nicholas, Arlene J. & John K. Lewis. (October, 2011). Proceedings “Net Generation Students and e-textbooks,” Northeast Business and Economics Association meeting, Philadelphia, PA.
- Nicholas, Arlene J. “Net-generation and management: New workers and trust.” (2011). *International Journal of Knowledge, Culture and Change Management* 10 (10), 1-10.
- Nicholas, Arlene .J. (2010), 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.
- Nicholas, Arlene J. & John K. Lewis. (September, 2010). Proceedings “Learning enhancement or headache: Faculty and e-textbooks,” Northeast Business and Economics Association meeting, Morristown, N. J.
- Warrington, T., Nicholas, A.J. & Keenan, J. (2008), “Merciful Practices of a Business Program.” *Journal of Catholic Higher Education*, 27(1) 83-95. (printed 2010).
- Nicholas, Arlene. (May 2009). *Millennial Interest in Teleworking: A survey of generational attitudes*. Germany: VDM Publishing House Ltd.
- Nicholas, A. J. (2009). “Generational Perceptions: Workers and Consumers.” *Journal of Business and Economics Research* 7(10), 47-52.
- Nicholas, A. J. & Guzman, I. (May, 2009). Proceedings. “Is Teleworking for the Millennials?” Association for Computing Machinery Special Interest Group Management Information Systems (ACMSIGMIS) Conference Limerick, Ireland.

- Nicholas, A.J. (March, 2009). Proceedings. International Applied Business Research Conference, San Antonio, TX. "Generational Perceptions: Workers and Consumers." Best Paper Award,
- Nicholas, A.J. (2008), "Preferred Learning Methods of the Millennial Generation." *International Journal of Learning*, 15(6), 27-34.
- Nicholas, A.J. & Lewis, J.K. (2008). "Millennial Attitudes Toward Books and E-Books." *The International Journal of the Book*, 5(2), 81-92.
- Nicholas, A.J. (June, 2008), Proceedings. "Preferred Learning Methods of the Millennial Generation." International Conference on Learning, University of Illinois, Chicago, IL.
- Warrington, T., Nicholas, A.J. & Keenan, J. (June, 2008), Proceedings. "Merciful Practices of a Business Program" Mercy Conference, Georgian Court University, Lakewood, N.J.
- Warrington, T., Nicholas, A.J. & Keenan, J. (May, 2008), Proceedings. "Merciful Practices of a Business Program" Mercy Symposium, Salve Regina University, Newport, R.I.
- Nicholas, A. J. & Lewis, J.K. (October, 2007). Proceedings. "Millennial Attitudes Toward Books and E-Books." Fifth International Conference of the Book, Madrid, Spain.
- Nicholas, A. (2006, May). Proceedings. "Generational Perceptions of Teleworking." Annual meeting of the Eastern Academy of Management, Saratoga, NY.
- Nicholas, A. (2003, October). Proceedings. Telework: Benefits and Barriers. Annual meeting of the Institute of Behavioral and Applied Management (IBAM), Tampa, FL.

Presentations

- Nicholas, Arlene J. (October 2012). "Will telework help to attract millennial employees?" Northeast Business and Economics Association meeting. Long Island, N.Y.
- Nicholas, Arlene J. & John K. Lewis. "E-text books usage by faculty and students in a small liberal arts university" (July 2012) with John K. Lewis. Campus Technology 19th Annual Education Technology Conference. Boston, MA.
- "Universal Design for Learning" with colleagues (February 8, 2012). Teaching and Learning Symposium, Salve Regina University
- Keynote speaker (June, 2012). Middletown Rotary Scholarship Award Night, Middletown, R.I.
- Nicholas, Arlene J. (December, 2011). "Engaging the Net Generation Student." SRHE (Society for Research in Higher Education) Conference, Newport, Wales.
- Nicholas, Arlene J. & John K. Lewis. (October, 2011). Proceedings "Net Generation Students and e-textbooks," Northeast Business and Economics Association meeting, Philadelphia, PA.
- Faculty Technology workshop with Kathryn Rexrode, Nursing faculty, May 19, 2011, "Clickers in the Classroom."
- Presenter at Center of Teaching and Learning, Salve Regina University, "Motivating Generation Y students." March 3, 2011.
- Nicholas, Arlene J. & John K. Lewis. (September, 2010). Proceedings "Learning enhancement or headache: Faculty and e-textbooks," Northeast Business and Economics Association meeting, Morristown, N. J.
- Nicholas, Arlene J. (July, 2010). "Net-generation and management: New workers and trust." Knowledge, Culture and Change Management Conference, Montreal, Canada.
- Keynote speaker (June, 2010). Middletown Rotary Scholarship Award Night, Middletown, R.I.

Keynote speaker (January 14, 2010). "Communications Forum" Salve Regina Pell Center. Newport, RI

Nicholas, A. J. & Lewis, J.K (June, 2009). "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.

Nicholas, A. J. (May, 2009). "Is Teleworking for the Millennials?" Association for Computing Machinery Special Interest Group Management Information Systems (ACMSIGMIS) Conference Limerick, Ireland.

Featured Speaker at Strong Women Lecture Series "Lifelong Learning". Salve Regina University, May 12, 2009

Presenter at APC/Schneider Electric to Human Resource team in Kingston and other states through conference call/net meeting. April 23, 2009. "Generational Perceptions: Management and Sales."

Nicholas, A.J. (March, 2009). International Applied Business Research Conference, San Antonio, TX. "Generational Perceptions: Workers and Consumers." Best Paper Award, Featured speaker, Meeting Professionals International (MPI) conference, Newport, RI "Across the Generations: Closing the Gap" November 17, 2008

Nicholas, A.J. (June, 2008). "Preferred Learning Methods of the Millennial Generation." International Conference on Learning, University of Illinois, Chicago, IL.

Warrington, T., Nicholas, A.J. & Keenan, J. (June, 2008). "Merciful Practices of a Business Program" Mercy Conference, Georgian Court University, Lakewood, N.J.

Warrington, T., Nicholas, A.J. & Keenan, J. (May, 2008). "Merciful Practices of a Business Program" Mercy Symposium, Salve Regina University, Newport, R.I.

Nicholas, A. J. & Lewis, J.K. (October, 2007). "Millennial Attitudes Toward Books and E-Books." Fifth International Conference of the Book, Madrid, Spain.

Nicholas, A. (2006, May). "Generational Perceptions of Teleworking." Annual meeting of the Eastern Academy of Management, Saratoga, NY.

Nicholas, A. (2003, October). Telework: Benefits and Barriers. Annual meeting of the Institute of Behavioral and Applied Management (IBAM), Tampa, FL.

Achievements

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. 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. 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 forthcoming 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 National Honor Society (Business, Mgt., Administration)
 Sigma Phi Sigma National Honor Society

Lambda Tau Honor Society
Cum Laude Graduate

- Prior Work**
- Fall 2000 Salve Regina University
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 - Present Salve Regina University, Freshmen/New Student Seminar Advisor
Advising new students of requirements and teaching a course for orientation to University life. Ongoing advising of upper level Business majors.
- June 2000 - 2008 Harbormaster's office, City of Newport, *Assistant*
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 - 2007 Touro Synagogue, *Docent*
Educational lectures at country's oldest synagogue.
- June 1998 - 2002 Rhode Island Small Business Administration
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 - August 1999 Assistant Director, Interim Director, University Computer Laboratory (UCL)
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 - Dec 1995 Part-Time Faculty -- Salve Regina University Economics Department
Taught courses in Economic Geography, an overview of the developed and developing realms of the world, their cultures, politics and economic interactions.

May 1991 - Jul 1992 Academic Computer Laboratory (now University Computer Labs)
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 - May 1992 Biology Department -- Laboratory Assistant
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.
Newport County Mentor and Co-op Program NCMCP for aiding island high school students in job/career development
Newport County Chamber of Commerce
Touro Synagogue Foundation

Committee Works Executive Committee 2012 - 2013
Adjunct faculty grad courses and Warwick site and internship coordinator review
Behavioral Review Board 2011 -2013
Green Salve committee 2011 -2013
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. Attending business and educational conferences.