

## **Arlene J. Nicholas, Ph.D.**

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- Current** Salve Regina University, Newport, R.I.  
**Work** Associate Professor Business Studies and Economics Department  
1999 - Present Full time faculty
- 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, and revised MBA program.
- 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**

- “Technological Monitoring of Employees.” Proceedings, Northeast Business and Economics Association (NBEA) 41<sup>st</sup> 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 20<sup>th</sup> 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 19<sup>th</sup> 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**

- November 2014. “Technological Monitoring of Employees” Northeast Business and Economics Association (NBEA) 41<sup>st</sup> Annual Conference, Monmouth University, West Long Branch, NJ.
- August 2014. “Systematic ICT surveillance by employers: Are your personal activities private?” 11<sup>th</sup> 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 20<sup>th</sup> 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, N.Y.

July, 2012. with Lewis, J.K. "E-text books usage by faculty and students in a small liberal arts university" Campus Technology 19<sup>th</sup> 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, R.I.

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, N. J.

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, R.I.

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, N.J.

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

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**

- 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) ( 41<sup>st</sup> 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 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 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 - 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      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        Salve Regina University Library -- Library Assistant  
 1989            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 - present



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. Volunteer work with Touro Synagogue, Seamen's Church Institute, Junior Achievement. U.S and International travel to historic/cultural areas. Giving presentations and attending business and educational conferences.