Russell Haines

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Academic Experience

Associate Professor, Department of Information Technology and Decision Sciences, Old Dominion University, 2010 – Present
- Conduct collaborative research projects on awareness, technostress, supply chain decision making, digital resilience, and technology adoption with faculty, Ph.D. students, and undergraduate students.
- Teach introductory and advanced courses in networking and cybersecurity, both face-to-face and online.
- Chair of Undergraduate Committee: Work with the College of Business Associate Dean for Undergraduate Programs and University Assistant Vice President for Undergraduate Studies to ensure curriculum changes meet AACSB, SACS, and SCHEV standards.
- Lead designer of Enterprise Cybersecurity major: Consulted employers, government agencies, and faculty to develop learning objectives and curriculum.
- Co-developer and coordinator of Girls Geek Out, an IT summer camp for middle school girls: Prepare budget, hire staff, recruit mentors and visitors from local business community, and solicit gifts to support underserved students.
- Coordinator of weekly Dean's Research Seminar: Arranged speakers, venue, and catering for bi-weekly presentations.
- Serve as a member of a variety of university, college, and department committees

Visiting International Professor, Department of Information Systems, University of Münster, 2016 – Present
- Conduct collaborative research projects on digital resilience, technostress, and user interface aesthetics with German scholars, Ph.D. students, and Masters' students.
- Teach courses and seminars in English-language master's program.
- Assist with AACSB accreditation by providing a U.S. perspective on curriculum and academic qualification.

Assistant Professor, Department of Information Technology and Decision Sciences, Old Dominion University, 2004 – 2010
- Conducted experimental research on awareness in virtual teams, supply chain decision making, and ethical decision making.
- Member of MBA Admissions Committee.

Assistant Professor, Department of MIS, University of Tulsa, 2000 – 2004
- Conducted experimental research on group influence in virtual teams and survey research on ethical decision making.
- Co-developed a summer technology camp for high-school age girls.
- Developed and taught a database course at the Institute for Business Education in Zelenograd, Russia.

Teaching Fellow, Department of Decision and Information Sciences, University of Houston, 1997 – 2000
  • Conducted experimental research on group development in virtual teams.

Educational Background

Ph.D., 2002, C. T. Bauer College of Business, University of Houston
  Major Field: Management Information Systems
  Supporting Field: Sociology
  Dissertation Title: The Impact of Information Technology on the Structuring Processes of Task-Oriented Groups.
  Dissertation Chair: Dr. Richard Scamell

Master of Accountancy, 1991, Marriott School of Management, Brigham Young University

Bachelor of Science, Accounting, 1991, Marriott School of Management, Brigham Young University

Research

My central research interest is the impact of information and communication technology on individual and group behavior. I conduct my research in an interdisciplinary manner, applying theories, methods, and concepts from other fields; primarily sociology and organizational psychology. As quantitative methods, I primarily use univariate and multivariate statistics and structural equation modeling, and have experience with ethnography and case study research as qualitative methods. Since completing my dissertation, I have developed many computer-based experiments as a result of discussions with U.S. and international scholars about their research. I anticipate that much of my future research will involve similar collaborations.

My current research focuses on how the digitalization of the interactive spaces for work and personal interaction affects individual well-being. Of particular interest to me is that individuals are increasingly held responsible for the protection of digitalized systems and must respond to adverse events such as security breaches and loss of connectivity. I am developing several projects to examine how individuals anticipate and/or react to adverse events, with an eye toward how resilience at the individual level affects team, organizational, and social resilience.

Research Projects in Progress

With Meinald Thielsch (Psychology researcher). "An experimental study of the effects of interface aesthetics and social acceptance on perceptions of credibility of news sources." I have worked with Prof. Dr. Thielsch for several years on various projects involving the effect of aesthetics on individual and group processes. The current project will involve examining factors that affect a user's perception of information credibility, specifically: (1) the aesthetical appearance of the source, and (2) the user's perceptions of social acceptance of the information. This builds on prior projects we have done together about user interface aesthetics as well as my studies of online influence.

With Eunice Park and Brian Bowes (U.S. Navy). "The Role of Medical Professionalism and Perceived Purpose of Technology in Technostress of Physicians." This study is a collaboration with U.S. Naval Medical Center Portsmouth, examining how the adoption of electronic medical records systems influence physician stress levels. I am also in contact with

a physician from the Eastern Virgnia Medical School about extending the sample to a civilian hospital system setting.

With Ivan Ash (Psychology researcher). "An experimental examination of inventory management decision making." Participants in this experiment complete an inventory management task in which they attempt to maximize total sales while minimizing holding costs for their firm. Participants only see information about their own sales, orders, and deliveries. Our experimental treatment is designed to decrease hindsight bias by recalling of prior predictions of inventory levels. Based on the results of prior studies in which I was involved, decreasing hindsight bias should increase information gathering and lead the participants to learn to make better ordering decisions.

Papers in Pipeline

Mattern, Jana, Russell Haines, and Stefan Schellhammer. "Opening the Black Box of Connectivity – Is it really all work?" The study conceptualizes constant connectivity as consisting of four facets: technological diligence, usage frequency, usage pervasiveness, and responsiveness. A survey examines the extent to which work ethic versus emotional factors influence the facets of constant connectivity. The study finds that the extent to which participants diligently care for their technology is influenced by work ethic; however, the actual usage practices unfolding upon this technological infrastructure are predominantly emotionally driven by internal needs of being connected to others and to comply with society's connectivity expectations.

Haines, Russell, and Stefan Schellhammer. "Towards contextualizing stressors in technostress research." An experimental study examines how collaboration processes lead to feelings of overwork and strain in distributed teams. The results show that team members in reciprocal coordination roles have different experiences that those in sequential coordination roles. Those in reciprocal roles experience more strain and are stressed more from poor processes, while those in sequential roles experience less strain and are stressed more by their workload.

Haines, Russell, Jill Hough, and Douglas Haines. "Human Behavior in Supply Chain Decision Making: Sense-Making and Information Use." The results of a supply chain experiment show that reported information use at different levels of a supply chain affect overall performance. Reported information use is linked in turn with perceived understanding of cause and effect relationships of upstream, downstream, and own behavior on success.

Refereed Publications

Haines, Russell. 2021. "Activity awareness, social presence, and motivation in distributed virtual teams." *Information & Management*, 58 (2).

Simmonds, David M., and Russell Haines. 2020. "Cultural drivers of nascent smartphone use: peeling the layers of the socio-economic onion." *International Journal of Social and Humanistic Computing*, 3(3-4), 317-338.

Thielsch, Meinald T., Russell Haines, and Leonie Flacke. 2019. "Experimental investigation on the effects of website aesthetics on user performance in different virtual tasks." *PeerJ*, (7) e6516.

Haines, Russell, Richard W.Scamell, and Jaymeen R. Shaw. 2018. "The Impact of Technology Availability and Structural Guidance on Group Development in Workgroups Using Computer-Mediated Communication." *Information Systems Management Journal*, 35 (4), 348-368.

Haines, Russell, Nadine Vehring, and Malte Kramer. 2018. "Social Motivation Consequences of Activity Awareness Practices in Virtual Teams: A Case Study and Experimental Confirmation." In *Collaboration in the Digital Age: How Technology Enables Individuals, Teams and Businesses*. K. Riemer, S. Schellhammer, and M. Meinert, Eds., (Springer International Publishing), 89-119.

Haines, Russell, Jill Hough, and Douglas Haines. 2017. "A metacognitive perspective on decision making in supply chains: Revisiting the behavioral causes of the bullwhip effect." *International Journal of Production Economics*, 184, 7-20.

Haines, Russell. 2014. "Group Development in Virtual Teams: An Experimental Reexamination." *Computers in Human Behavior*, 39, 213-222.

Haines, Russell, Jill Hough, Lan Cao, and Douglas Haines. 2014. "Anonymity in Computer-Mediated Communication: More Contrarian Ideas with Less Influence." *Group Decision and Negotiation*, 23(4), 765-786.

Haines, Russell and Joan Mann. 2011. "A New Perspective on De-Individuation via Computer-Mediated Communication." *European Journal of Information Systems*, 20(2), 156-167.

Haines, Russell, Jill Hough, and Douglas Haines. 2010. "Individual and Environmental Impacts on Supply Chain Inventory Management: An Experimental Investigation of Information Availability and Procedural Rationality." *Journal of Business Logistics*, 31(2), 111-128.

Cooper, Randy, and Russell Haines. 2008. "The Influence of Workspace Awareness on Group Intellective Decision Effectiveness." *European Journal of Information Systems*, 17(6), 631-648.

Haines, Russell, Marc Street, and Douglas Haines. 2008. "The Influence of Perceived Importance of an Ethical Issue on Moral Judgment, Moral Obligation, and Moral Intent." *Journal of Business Ethics*, 81(2), 387-399.

Hough, Jill R., Russell Haines, and Shannon Giacomo. 2007. "Contextual Factors Affecting the Integration of Enterprise Systems in Post-Merger Oil and Gas Companies." *Enterprise Information Systems*, 1(4), 421-441.

Haines, Russell and Lori Leonard. 2007a. "Situational Influences on Ethical Decision-Making in an IT Context." *Information and Management*, 44(3), 313-320.

Leonard, Lori and Russell Haines. 2007. "Computer-Mediated Group Influence on Ethical Behavior." *Computers in Human Behavior*, 23(5), 2302-2320.

Haines, Russell and Lori Leonard. 2007b. "Individual Characteristics and Ethical Decision-Making in an IT Context." *Industrial Management & Data Systems*, 107(1), 5-20. Featured as one of ten noteworthy journal articles for January 2007 by Emerald Publishing.

Haines, Russell, Jill Hough, Douglas Haines and Scott Metlen. 2005. "Using A Web-Based Supply Chain Management Simulation as an Experiential Learning Tool Across the Business Curriculum." *Journal of College Teaching & Learning*, 2(12), 71-77.

Bradley, Wray, Russell Haines, and George Vozikis. 2002. "Trust in Virtual Teams: The Use of a Directive Sentence in the Script of the Thinklet." In *Recent Advances in Computers, Computing and Communications*, N. Mastroakis and V. Mladenov, Eds. (WSEAS Press), 122-127.

Haines, Russell and Randy Cooper. 1998. "The Negotiation of Structure in Software Development Project Teams." *Journal of Information Technology Management*, 9(4), 1-11.

Refereed Conference Proceedings

Mattern, Jana, Stefan Schellhammer, and Russell Haines. 2019. "Predicting Constant Connectivity Via One's Smartphone: The Role of Work Ethic." *Proceedings of the 40th International Conference on Information Systems*.

Schellhammer, Stefan, Russell Haines, and Martin-Georg Rieger. 2016. "'Vicious cycles of responsiveness' – Investigating work ethic as a predictor of smartphone behavior." *Workshop on the Digitization of the Individual (DOTI) Pre-ICIS 2016 Workshop*.

Schellhammer, Stefan and Russell Haines. 2016. "The Changing Nature of Temporal Coordination." *The Changing Nature of Work Pre-ICIS 2016 Workshop*.

Douneva, Maria, Russell Haines, and Meinald T. Thielsch. 2015. "Effects Of Interface Aesthetics On Team Performance In A Virtual Task." *Proceedings of the 23rd European Conference on Information Systems*.

Simmonds, David, and Russell Haines. 2014. "The adoption of smartphones in everyday life of various national cultures." *Proceedings of the Decision Sciences Institute 2014 Annual Meeting*.

Schellhammer, Stefan and Russell Haines. 2013. "Towards contextualizing stressors in technostress research." *Proceedings of the 34th International Conference on Information Systems*.

Schellhammer, Stefan, Russell Haines, and Stefan Klein. 2013. "Exploring Methods for Investigating Technostress in Situ: Understanding the Day and the Life of a Knowledge Worker Using Heart Rate Variability." *Proceedings of the 46th Hawaii International Conference on Systems Sciences*.

Haines, Russell and Chaoqun Deng. 2013. "The Good News-Bad News Effect on the Decision-Making Process In Inventory Management in Supply Chain Environments." *Proceedings of the Decision Sciences Institute 2013 Annual Meeting*.

Schellhammer, Stefan, Russell Haines, and Stefan Klein. 2012. "The Struggle for 'Appropriateness' – New Scources of (Techno-)Stress." *Proceedings of the 2012 JAIS Theory Development Workshop*.

Haines, Russell and Nadine Vehring. 2012 "Increasing Team Coordination and Social Motivation through Awareness Practices: A Case Study." *Proceedings of the 20th European Conference on Information Systems*.

Haines, Russell, Malte Kramer, and Nadine Vehring. 2011. "Activity Awareness as a Means to Promote Connectedness, Willingness to Do Additional Work, and Congeniality: An Experimental Study." *Proceedings of the 32nd International Conference on Information Systems*.

Haines, Russell and Kai Riemer. 2011. "The User-Centered Nature of Awareness Creation in Computer-mediated Communication." *Proceedings of the 32nd International Conference on Information Systems*.

Riemer, Kai and Russell Haines. 2008. "Pools and Streams: A Theory of Dynamic, Practice-Based Awareness Creation in Mediated-Communication." *Proceedings of the 2008 JAIS Theory Development Workshop*.

Haines, Russell and Douglas Haines. 2007. "Fairness, Guilt, and Perceived Importance as Antecedents of Intellectual Property Piracy Intentions." *Proceedings of the 28th International Conference on Information Systems*.

Haines, Russell, Lan Cao, and Douglas Haines. 2006. "Participation and Persuasion via Computer-Mediated Communication: Anonymous versus Identified Comments." *Proceedings of the 27th International Conference on Information Systems*.

Haines, Russell, Jill Hough, and Douglas Haines. 2004. "Decision Style and Information Availability: Predicting Individual Performance in a Supply Chain Simulation." *Proceedings of the Decision Sciences Institute 2004*. Awarded distinguished paper in the Supply Chain Management track.

Haines, Russell and Lori Leonard. 2004. "Influences of Different Ethical Issues on Ethical Decision-Making in an IT Context." *Proceedings of the 37th Hawaii International Conference on System Sciences*. Nominated for the best paper award.

Leonard, Lori and Russell Haines. 2003. "Ego Strength: Group Influences on IT Ethical Behavior." *Proceedings of the Decision Sciences Institute 2003 Annual Meeting*.

Haines, Russell and Richard Scamell. 2003. "The Development of Trust in Virtual Teams." *Proceedings of the 9th Americas Conference on Information Systems*. Nominated for the best paper award.

Bradley, Wray, Russell Haines, and George Vozikis. 2002. "Trust in Virtual Teams: The Use of a Directive Sentence in the Script of the Thinklet." *6th CSCC International Conference*.

Teaching

My undergraduate teaching is guided by the view that, after graduation, students will inevitably be faced with new situations and different technology. Therefore, I try to enable my students to learn concepts of networking, security, interface design, and programming while using current technology as an example. Furthermore, I feel that students need to learn how to approach and solve real-world problems in the ways that professionals do rather than just replicating solutions that I give them. For courses at the introductory level, I focus primarily on teaching the students to solve real-world problems using the content and concepts of that subject area. In upper level courses, I guide students to solve problems by pointing them to the sources where a professional might look and encourage them to find their own solution.

For master's and Ph.D. level coursework, my aim is to guide students to create knowledge. Therefore, my emphasis is on the research process: finding and articulating a research question, developing a rigorous research method, and using appropriate methods for analysis.

Courses Developed

Communication and Collaboration Systems (Undergraduate Level): an integrative view of how the various layers of technical, interaction, and organizational communication and collaboration work together with a basis in academic research. Students begin with an overview of the technical foundations of distributed systems from the physical layer to the application layer. Next, the fundamental characteristics of communication and collaboration on technical systems are reviewed from an academic viewpoint: application affordances, media richness, awareness practices, and communication repertoires. Then, students review various potential sociological effects of online group communication and collaboration, including anonymity, deindividuation, process losses, and minority influence. Finally, students review various forms of organizing via communication and collaboration systems and discuss how their effectiveness can be increased using the foundational lenses discussed earlier.

Enterprise Cyber Defense (Undergraduate Level): hands on implementation of technology used to protect enterprises from cyber attack over the complete security cycle. Students implement their own enterprise network on virtual machines by installing and configuring a firewall, then install and secure Windows server resources within that network. Topics covered include backup and recovery, web services installation and implementation of HTTPS, password sniffing using Wireshark, hashcat password cracking using wordlists and brute force, intrusion detection and prevention, and VPN access.

Network Economics (Master's Level): introduces concepts of social networks and social network research from an interdisciplinary perspective with an emphasis on applying social network research methods to information systems research. Topic areas include: (1) social network graphing, (2) analysis of social network structure to identify areas of tension (homophily, triadic closure, etc.), (3) economics of social networks (exchange networks, network effects, etc.) and (4) analysis of network effects on the diffusion of ideas and products (contagion, information cascades, adoption cascades, etc.).

Introduction to Networking and Cybersecurity (Undergraduate Level): an overview of concepts and technology involved designing and implementing modern data networks. Emphasis is placed on securing resources against penetration and securing transmission over wired and

wireless networks against eavesdropping. The course includes hands-on exercises where students work with common network technologies: twisted pair wiring, Ethernet networking, TCP/IP internetworking, Wireshark, routing, encryption, etc.

Developing Internet Applications (Undergraduate Level): an introduction to the programming and design techniques needed when implementing client-server applications using the Apache/MySQL/PHP web architecture, along with security and usability issues faced. The first half of the course covers basic server-side programming using PHP and security issues on the web and consists of lectures and simple hands on exercises. The second half of the course involves dividing the class into teams of three students who design and develop a web-based system; facilitated by short demonstrations of particular technologies (e.g., how to implement CSS across a web site, how to use Javascript to dynamically update a catalog search, etc.).

Database Design and Applications (Undergraduate Level): This course covers database design and database application development. Database design involves database analysis using a business event based approach, database modeling using entity-relationship diagrams, and table design and normalization. Application design and development involves user view design, client-server database programming using SQL commands. The integration of design and development is emphasized through the use of a business-derived project.

Information Systems in Organizations (Master's Level): a discussion of the different uses of computer-based information systems by organizations, and what factors influence organizations as they attempt to implement systems. The students discuss case studies of strategic information systems implementation. The discussions are facilitated by lectures on various social theories of organization and individual behavior. Emphasis is on organizational and user factors that affect the successful implementation of information systems, with some discussion of social implications.

Network Administration (Undergraduate Level): issues faced by system and network administrators using an almost entirely hands-on approach. Students learn twisted-pair wiring, Ethernet switching concepts, IP routing and subnetting, DHCP configuration, Windows server installation and administration, and other network services.

Introduction to Information Systems (Undergraduate Level): an introduction to computing and information systems development targeted at first year information systems majors. Students are taught organizational uses of information technology to support business processes, and complete hands-on mini projects where they progress from a paper-based system to a database-linked computerized information system developed in Microsoft Access.

Introduction to Computers and MIS (Undergraduate Level): how to compare different features of computers and peripherals, how to use the Microsoft Windows Operating System, how to use Microsoft Office (Word, Excel, PowerPoint and Access), and how to create web pages.

Information Systems in Organizations (Undergraduate Level): different uses of computer-based information systems by organizations. Emphasis is given to how the structure of an organization affects the choice of systems and how technology might change the structure of the organization. Additional topics for discussion are why users accept or resist new technology and broader social issues of technology use including privacy and social control.

Developing Interactive Systems (Undergraduate Level): how to develop systems with graphical interfaces. Emphasis is placed on the collection and use of data by an interactive system.

Professional Experience

Sam Houston Race Park: Houston, Texas.
Systems Administrator and Developer 1995 - 2003: Responsible for network administration and information systems development using Microsoft Access and Active Server Pages.
Assistant Controller 1994 - 1995: Prepared annual budget and financial statements for public filings (10-K, 10-Q).

Blimpie Subs and Salads: Houston, Texas.
Franchise Owner 1992 - 1993: Managed all operations of a quick service food store that sold submarine sandwiches.

Wal-Mart: Albuquerque, New Mexico.
Assistant Manager 1991 - 1992: Participated in merchandising, employee management, and employee scheduling.

Grants, Awards, and Honors

Awarded

Gastdozentprogramm (Lecturer Exchange Program), €21,375, Deutscher Akademischer Austauschdienst (German Government Exchange Service for Academics), 2020

Summer Experience Enhancing Collaborative Research (SEECR), $17,000, Old Dominion University, 2007 (with Ivan Ash from ODU Psychology Department)

Supply Chain Summer Research Grant, $7,500, Old Dominion University College of Business and Public Administration, 2006

Design of an Internet-Based Accounting Reporting System. $2,500, Sam Houston Race Park, Ltd. 2002

Dean's Innovation in Teaching Award (for the Network Administration course), University of Tulsa College of Business Administration, 2000-2001

Dean's Award for Academic Excellence, University of Houston C. T. Bauer College of Business, 2002

Melcher Award for Excellence in Teaching by a Doctoral Candidate, University of Houston College of Business Administration, 1998

Mr. and Mrs. Harry B. Gordon Scholarship, University of Houston College of Business Administration, 1998

Applied

National Science Foundation, Co-PI, "Development of User-Friendly Decision-Making Tool for Selecting Winter Rotation Oilseed Crops in Context to Circular Bio-economy While Improving Resiliency of FEW Resources," 2018

National Science Foundation, Co-PI, "Cognitive Biases and Supply Chain Inefficiencies: The Role of Hindsight Bias in the Bullwhip Effect," 2011