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Education

- Ph.D. Florida State University, Business Administration, emphasis in Information and Management Sciences, April 1995.
- M.B.A. University of Oklahoma, 1991.
- B.Sc. University of Oklahoma, Electrical Engineering, 1989.

Research Interests

My work focuses on aspects relating to computer-mediated communication in the workplace, including social media use, acts of deception and deception detection, and other deviant behaviors, as well as impacts on work-related outcomes and more specifically on work-family outcomes.

Journal Articles

Zivnuska, Suzanne & **Carlson, John** & Carlson, Dawn & Harris, Ranida & Harris, Kenneth. (2019). Social media addiction and social media reactions: The implications for job performance. *The Journal of Social Psychology*, 159(6). 1-15. DOI: 10.1080/00224545.2019.1578725.

We investigate the intersection of social media and the workplace, focusing on job performance impacts of employees' social media addictions and social media reactions through work-family balance and burnout. The research model is grounded in conservation of resources theory, which suggests social media compulsions and emotional reactions to co-worker's social media posts will deplete employees' energetic and constructive resources, making it difficult to achieve work-family balance and increasing the likelihood of job burnout, and will ultimately degrade job performance. A sample of 326 full-time employees revealed a negative relationship between social media addiction and work-family balance and a positive relationship between social media reactions and

job burnout. Balance and burnout mediated the relationship between social media and job performance such that social media addiction was negatively related to job performance through work–family balance, and social media reactions were negatively related to performance through burnout and work–family conflict.

For 2018, *The Journal of Social Psychology* has an impact factor of 1.102, has a 1 on the 2018 ABS Academic Journal Guide, and has an SJR indicator of 0.744. This article has 265 reads on ResearchGate, and has been cited 3 times.

Zivnuska, Suzanne & Carlson, Dawn & **Carlson, John** & Harris, Ranida & Harris, Kenneth. (2018). Investigating the Impacts of Regulatory Focus and Political Skill Within a Social Media Context. *Computers in Human Behavior*, 91. 151-156. DOI:10.1016/j.chb.2018.09.030.

Based on Regulatory Focus theory (Higgins, 1997), we extend existing findings to empirically investigate how regulatory focus and political skill are related within a social media context. Though social media is commonly used in the workplace, it has not yet been studied in relation to the competing paths of regulatory focus (prevention and promotion) and political skill. Our sample included 312 full-time employees. We found a negative path from prevention-focus through political skill dis-incentivizes social media use for enhancement of work mood and work network. A positive path from promotion-focus through political skill incentivizes employees to engage in social media use for enhancement of work mood and work network. Implications and opportunities for future research are discussed.

For the year of publication, *Computers in Human Behavior* has an impact factor of 4.306, has a 3 on the 2018 ABS Academic Journal Guide, and has an SJR indicator of 1.711. This article has 31 reads on ResearchGate, and has been cited 1 time.

Carlson, John & Harris, Ranida & Harris, Ken. (2017). Coin Counter: Gamification for Classroom Management. *Journal of Information Systems Education*, 15(5). 4-14.

In recent years, gamification has been utilized in a number of different contexts, including educational applications. This paper describes a unique application of coin-based gamification classroom management system in undergraduate programming classes. The coin-based gamification allowed students to earn and spend coins as a form of classroom currency. Students earned coins for certain desired behaviors, which were above and beyond normal behaviors, and were able to spend the coins for things like an assignment or take-home exam due date extension. Survey based results were collected from 104 students and the results indicated that the gamification classroom management system was positively associated with classroom enjoyment, student participation, class strategy, perceived control, and classroom performance. Although the gamification

classroom management system was related to desired outcomes, there were some negative outcomes, most notably the additional burden on the instructor that we highlight. A discussion, future pedagogical research thoughts, and recommendations for system improvements are provided.

The Journal of Information Systems Education has a 1 on the 2018 ABS Academic Journal Guide, and has an SJR indicator of 0.281 in 2017. This article has 357 reads on ResearchGate, and has been cited 1 time.

Carlson, John & Carlson, Dawn & Zivnuska, Suzanne & Harris, Ranida & Harris, Kenneth. (2017). Applying the Job Demands Resources Model to Understand Technology as a Predictor of Turnover Intentions. *Computers in Human Behavior*, 77. 317-325. DOI:10.1016/j.chb.2017.09.009.

Based on the Job Demands Resources model (Bakker & Demerouti, 2007), we empirically investigate how technology-based job autonomy, technology-based job overload, and technology-based job monitoring impact job attitudes and employee intentions to turnover. Using a sample of 326 full time employees, we found that the resource of technology-based job autonomy worked through job engagement, job satisfaction, and organizational commitment to lower employee turnover intentions. Simultaneously, the demands of technology-based job overload and technology-based job monitoring worked through job tension and job satisfaction, but not organizational commitment, to impact intentions to turnover. Implications and opportunities for future research of examining technology-based job characteristics are discussed.

In 2018, *Computers in Human Behavior* has an impact factor of 4.306, has a 3 on the 2018 ABS Academic Journal Guide, and has an SJR indicator of 1.711. This article has 152 reads on ResearchGate, and has been cited 14 times.

Carlson, John & Zivnuska, Suzanne & Harris, Ranida & Harris, Kenneth & Carlson, Dawn. (2016). Social Media Use in the Workplace: A Study of Dual Effects. *Journal of Organizational and End User Computing*, 28(1). 15-31. DOI:10.4018/JOEUC.2016010102.

Social media use in the workplace may simultaneously contribute to productive behaviors (task-oriented and relationship-building) as well as unproductive behaviors (deviance) at work. Building on channel expansion theory the authors examine the impact of using social media on these organizational behaviors. Using a sample of 220 working individuals they found that intensity of social media use contributed to greater task-oriented social media behaviors, more relationship-building social media behaviors, and more deviant social media behaviors. Further, the authors examined the moderating effect that preoccupation with social media has on these direct relationships and found

that preoccupation diminishes the effect of social media use on both productive and unproductive behaviors.

In 2018, *Journal of Organizational and End User Computing* has an impact factor of 1.093, has a 1 on the 2018 ABS Academic Journal Guide, and has an SJR indicator of 0.292. This article has 11,226 reads on ResearchGate, and has been cited 21 times.

Harris, Kenneth & Harris, Ranida & **Carlson, John** & Carlson, Dawn. (2015). Resource loss from technology overload and its impact on work-family conflict: Can leaders help? *Computers in Human Behavior*, 50. 411-417. DOI:10.1016/j.chb.2015.04.023.

With the ever increasing usage of information and communication technology, it is no surprise that technology end-users are experiencing technology overload. Although this technology overload has been shown to have a negative impact on work related outcomes, much less is known about how it is associated with work-family conflict (WFC). This study set out to answer that question by building on Conservation of Resources theory and examining three types of technology overload (information overload, communication overload, and system feature overload) and their relationships with WFC. Additionally, we investigated leader-member exchange quality to see how it impacts the relationships between each type of technology overload and WFC. We examined these relationships in a sample of 219 technology end-users, and our results indicated that all three types of technology overload are associated with WFC. Further, for two types of technology overload, the lower the quality of leader-member exchange relationships, the greater the impact of technology overload on WFC.

In 2018, *Computers in Human Behavior* has an impact factor of 4.306, has a 3 on the 2018 ABS Academic Journal Guide, and has an SJR indicator of 1.711. This article has 407 reads on ResearchGate, and has been cited 27 times.

Carlson, John & George, Joey & Valacich, Joseph. (2013). Media Selection as a Strategic Component of Communication. *MIS Quarterly*, 37(4). 1233-1251. DOI:10.25300/MISQ/2013/37.4.11.

While much is known about selecting different types of control that can be exercised in information systems development projects, the control dynamics associated with ISD offshoring projects represent an important gap in our understanding. In this paper, we develop a substantive grounded theory of control balancing that addresses this theoretical gap. Based on a longitudinal case study of an ISD offshoring project in the financial services industry, we introduce a three-dimensional control configuration category that emerged from our data, suggesting that control type is only one dimension on which control configuration decisions need to be made. The other two dimensions that we identified are control degree (tight versus relaxed) and control style (unilateral versus

bilateral). Furthermore, we illustrate that control execution during the life cycle of an ISD offshoring project is highly intertwined with the development of client–vendor shared understanding and that each influences the other. Based on these findings, we develop an integrative process model that explains how offshoring project managers make adjustments to the control configuration periodically to allow the ISD offshoring project and relationship to progress, yielding the iterative use of different three-dimensional control configurations that we conceptualize in the paper. Our process model of control balancing may trigger new ways of looking at control phenomena in temporary interfirm organizations such as client–vendor ISD offshoring projects. Implications for research on organizational control and ISD offshoring are discussed. In addition, guidelines for ISD offshoring practitioners are presented.

For the year of publication, *MIS Quarterly* has an impact factor of 5.405, has a 4 on the 2018 ABS Academic Journal Guide, and has an SJR indicator of 5.425. This article has 292 reads on ResearchGate, and has been cited 57 times.

Carlson, John & Carlson, Dawn & Hunter, Emily & Vaughn, Randal & George, Joey. (2013). Virtual Team Effectiveness: Investigating the Moderating Role of Experience with Computer-Mediated Communication on the Impact of Team Cohesion and Openness. *Journal of Organizational and End User Computing*, 25(2). 1-18. DOI:10.4018/joeuc.2013040101.

The work of virtual teams is increasingly important to today's organizations, work that is accomplished predominantly via computer-mediated communication. The authors investigate the moderating role of experience with instant messaging on the team interpersonal processes (cohesion and openness) to team effectiveness relationship in virtual teams. Data were obtained from 365 virtual team members using survey methodology and analyzed using hierarchical moderated regression and multilevel analyses. They found that team cohesion has a main effect on team effectiveness. Team openness has a main effect and is moderated by experience with instant messaging, i.e., strengthens the relationship. Understanding the role of team interpersonal processes and the role of the communication media will allow managers to more effectively build virtual teams and provide effective training and support. Using the theoretical lens of channel expansion theory the authors expand theoretical, empirical and practical knowledge of this area.

In 2018, The *Journal of Organizational and End User Computing* has an impact factor of 1.093, has a 1 on the 2018 ABS Academic Journal Guide, and has an SJR indicator of 0.292. This article has 429 reads on ResearchGate, and has been cited 22 times.

Harris, Ranida & **Carlson, John** & Harris, Kenneth & Carlson, Dawn. (2012). Technology related role overload and work-to-family conflict: The moderating role of supervisor and coworker technology support. *Journal of Academy of Business and Economics*, 12. 35-48.

Technology use in the workplace has allowed individuals to capitalize on resources, efficiencies, and connectivity to be more productive. However, technology-intensive workers are more likely to experience role overload and work exhaustion (Moore, 2000), and use of technology has led to increasingly permeable boundaries between the work and nonwork domains (e.g., Ragu-Nathan, Tarafdar, RaguNathan, & Tu, 2008).

This article has 207 reads on ResearchGate, and has been cited 5 times.

Carlson, John & Bernhut, Stephen. (2012). Lying Up on the Job: Does Deceptive Impression Management Work? *Ivey Business Journal (Business Quarterly)*, 2012(1).

While lying in the workplace is prevalent, it simply doesn't work, according to this author, who has conducted several studies on the the topic. In fact, the greatest risk is in turning a blind eye and making dishonesty acceptable. As the author writes, the potential damage unleashed by an ethically permissive workplace may far exceed the lost labor of an employee taking a short nap under his desk.

This article has 20 reads on ResearchGate, and has been cited 2 times.

Carlson, John & Carlson, Dawn & Thompson, Merideth. (2011). Deceptive Impression Management: Does Deception Pay in Established Workplace Relationships? *Journal of Business Ethics*, 100(3). 497-514. DOI:10.1007/s10551-010-0693-9.

We examine deceptive impression management's effect on a supervisor's ratings of promotability and relationship quality (i.e., leader-member exchange) via the mediating role of the supervisor's recognition of deception. Extending ego depletion theory using social information processing theory, we argue that deceptive impression management in a supervisor-subordinate relationship is difficult to accomplish and the degree that deception is detected will negatively impact desired outcomes. Data collected from a matched sample of 171 public sector employees and their supervisors supported this model and indicated that recognition fully mediated the negative relationships between deceptive impression management with supervisor's rating of promotability and relationship quality.

In 2018, The *Journal of Business Ethics* has an impact factor of 3.796, has a 3 on the 2018 ABS Academic Journal Guide, and has an SJR indicator of 1.86. This article has 276 reads on ResearchGate, and has been cited 34 times.

Carlson, John & George, Joey. (2010). Lying at Work: A Deceiver's View of Media Characteristics. *Communications of the Association for Information Systems*, 27(44). 819-830. DOI:10.17705/1CAIS.02744.

We examine the perspective held by individuals concerning available media characteristics when presented with a directive to lie. A total of 532 management professionals were placed into one of four survey-based scenarios in which they were asked to select a medium for use in a well-defined deceptive task. The scenarios manipulated the familiarity the subject had with the deception target (i.e., colleague or stranger) and the importance of the problem (i.e., minor cost variance versus serious mistake). Results indicate a clear preference for face-to-face communication for deception across all four scenarios. Ten factors were identified that motivated these media selection decisions.

In 2018, *Communications of the Association for Information Systems* has a 2 on the 2018 ABS Academic Journal Guide, and has an SJR indicator of 0.574. This article has 112 reads on ResearchGate, and has been cited 8 times.

Carlson, John. (2010). Upward Influence And Deceptive Impression Management: The Power Of Subordinates Who Lie. *Ethics & Critical Thinking Journal*, 2010(2). 53-61.

The moderating role that subordinate's deceptive impression management has on the ability of upward influence strategies to impact supervisor's rating of relationship quality (i.e., LMX) was examined. A survey of 59 supervisors and 183 matched subordinates indicates that deceptive IM behavior by the subordinate is generally harmful to their relationship. However, subordinates possessing low upward influence with their supervisor disproportionately experience this harm. Implications for future research and management practice are offered.

This article has 8 reads on ResearchGate.

Chan, Siew & Yao, Lee & **Carlson, John**. (2005). Do Firms Use the Database Accounting Approach In The Design of Their AIS? *International Journal of Applied Management and Technology*, 2. 39-62.

This paper examines current progress toward a dynamic database accounting system. Further advances in database technology and interactive communication media, coupled with improvements in financial reporting practices, are encouraging more organizations to adopt some form of database-driven accounting system. This paper presents a typology that categorizes accounting systems based on both the accounting and technological approaches used. A dynamic database accounting system allows for passive information retrieval as well as interactive queries and dynamic, real-time information

presentation. The ability of users to access current accounting information and to configure its contents and format for their particular needs is essential for good decision-making. The typology provides the underlying foundation for the formulation of three propositions. A field study was conducted to provide some insight into the propositions. The data obtained from eight firms are discussed.

This article has 1,115 reads on ResearchGate, and has been cited 1 time.

Carlson, John & George, Joey. (2004). Media Appropriateness in the Conduct and Discovery of Deceptive Communication: The Relative Influence of Richness and Synchronicity. *Group Decision and Negotiation*, 13(2). 191-210. DOI:10.1023/B:GRUP.0000021841.01346.35.

We investigate the role that media synchronicity and media richness play in the particular communication context of deception. Hypotheses are developed based on prior models of mediated-deception as well as media richness theory and channel expansion theory. Two survey-based studies were conducted to look at this construct from the separate standpoints of the deceiver and the receiver. Study 1 (the deceiver) provided respondents with a detailed scenario and asked them to select a medium to use to accomplish a specific deceptive act. Results indicate a general preference for highly synchronous (and non-reprocessable) media. Study 2 (the receiver) focused each respondent on a specific medium and used 4 short scenarios to investigate how confidence in their ability to detect deception was affected by synchronicity, media richness, media familiarity, and co-participant (deceiver) familiarity. When making media selections, results indicate that synchronicity and media familiarity are relatively less important to receivers; instead, receivers engaged in deception detection clearly value rich media and co-participants with whom they have more experience and familiarity.

In 2018, *Group Decision and Negotiation* has an impact factor of 2.010, has a 2 on the 2018 ABS Academic Journal Guide, and has an SJR indicator of 0.797. This article has 153 reads on ResearchGate, and has been cited 135 times.

Carlson, John & George, Joey & Burgoon, Judee & Adkins, Mark & White, Cindy. (2004). Deception in Computer-Mediated Communication. *Group Decision and Negotiation*, 13(1). 5-28. DOI:10.1023/B:GRUP.0000011942.31158.d8.

An integrated model of interpersonal deception, focusing on the particular characteristics and impacts of computer-mediated modalities, is derived and presented. Although there is a wealth of research investigating both mediated communication and deception, there has been relatively little empirical work at the intersection. Our purpose is to provide a model that spans these areas, to summarize relevant literature, and to advance a set of empirically testable propositions to guide future work.

In 2018, *Group Decision and Negotiation* has an impact factor of 2.010, has a 2 on the 2018 ABS Academic Journal Guide, and has an SJR indicator of 0.797. This article has 856 reads on ResearchGate, and has been cited 191 times.

Carlson, John & Carlson, Dawn & Wadsworth, Lori. (2000). The Relationship between Individual Power Moves and Group Agreement Type: An Examination and Model. *SAM Advanced Management Journal*, 65(4). 44.

This article investigates the relationship between how an individual within a group chooses to use his or her power and the resulting type of agreement that the group reaches. It is believed that an individual group member's choice of power usage (the "power move") is related to the type of agreement reached by the group, though the relationship may not be a direct one. The intent of this study is to provide a broader framework for previous studies to fit. A model is created that incorporates different power attempts and agreement types, in addition to a number of moderating variables. Practical implications and suggestions for future research are also discussed.

This article has 8 reads on ResearchGate, and has been cited 16 times.

Vickery, Caisson & Jr, Thomas & **Carlson, John**. (1999). Virtual positions: An examination of structure and performance in ad hoc workgroups. *Information Systems Journal*, 9(4). 291-312. DOI:10.1046/j.1365-2575.1999.00063.x.

This paper examines the strength and performance of virtual positions within an organizational setting. Access to US Air Force systems acquisition teams provided a unique opportunity to study the phenomenon for a large number of virtual positions in a stable setting, thereby controlling for the differing aspects of organizational structure that usually make such positions difficult to study. A measurement scheme for the strength of the virtual position is developed and validated. A hierarchical regression analysis of research constructs dealing with power, autonomy, allegiance, structure and performance confirms that stronger virtual positions perform better in complex rather than simple task situations. Finally, managerial implications are discussed.

In 2018, The *Information Systems Journal* has an impact factor of 3.286, has a 3 on the 2018 ABS Academic Journal Guide, and has an SJR indicator of 2.319. This article has 14 reads on ResearchGate, and has been cited 31 times.

Carlson, John & Kacmar, Charles ("Chuck"). (1999). Increasing Link Marker Effectiveness for WWW and other Hypermedia Interfaces: An Examination of End-User Preferences. *Journal of the American Society for Information Science*, 50(5). 386-398. DOI:10.1002/(SICI)1097-4571(1999)50:53.3.CO;2-P.

Hypermedia information systems, especially World Wide Web (WWW) browsers, enhance accessibility of information through networked data management services and direct manipulation user interface features. A major characteristic of these systems is the presentation of entities that signify pathways to additional information. These objects, called link markers, distinguish and designate objects (both textual and graphical) as link endpoints within the information network. It is proposed that the design, layout, and use of link markers within an interface can enhance or impede user performance. This article presents an analysis of link marker designs based on two studies. Recommendations are that, in general, link markers that employ color and bound objects are the most effective in communicating the existence and extent of links and are most preferred by users. However, user expertise and node content are found to play a significant role. In addition, users rate link markers that follow the design prescriptions put forward here as more effective. Finally, recommendations for hypermedia designers are discussed.

For the year of publication, *The Journal of the American Society for Information Science* has an impact factor of 1.325, has a 3 on the 2018 ABS Academic Journal Guide, and has an SJR indicator of 1.498. This article has 15 reads on ResearchGate, and has been cited 23 times.

Carlson, John & Zmud, R. (1999). Channel Expansion Theory and the Experiential Nature of Media Richness Perceptions. *The Academy of Management Journal*, 42(2). 153-170. DOI: 10.2307/257090.

Experiences identified by channel expansion theory as contributing to media-use knowledge bases were hypothesized to be positively related to the perceived richness of a communications channel. We investigated the hypotheses, using electronic mail as the channel, in both a cross-sectional and a multiwave study. Results varied for types of experience and generally supported channel expansion theory. Channel use, perceived social influence, and the dynamic nature of richness perceptions were also investigated. Implications of these findings are discussed.

In 2018, *The Academy of Management Journal* has an impact factor of 7.191, has a 4 on the 2018 ABS Academic Journal Guide, and has an SJR indicator of 10.755. This article has 4,970 reads on ResearchGate, and has been cited 1,465 times.

Carlson, John & Carlson, Dawn & Wadsworth, Lori. (1999). On The Relationship Between DSS Design Characteristics And Ethical Decision Making. *Journal of Managerial Issues*, 11(2). 180-197.

Decision support systems (DSS) containing an ethical model may be able to influence the ethical decision-making capability of the user. The purpose of this article is to describe the possible influence of DSS use on the process of making ethical decisions. Specifically,

this article provides insights concerning how characteristics of DSS design can improve the ethicality of decisions made by affecting various components of the ethical decision-making process. Finally, implications and practical considerations are discussed.

In 2018, The *Journal of Managerial Issues* has an SJR indicator of 1.141. This article has 21 reads on ResearchGate, and has been cited 16 times.

Book Chapters

Carlson, J. R., Carlson, D. S., Hunter, E. M., Vaughn, R. L., George, J. F. (2017). *Virtual team effectiveness: Investigating the moderating role of experience with computer-mediated communication on the impact of team cohesion and openness* (2nd ed., vol. 2, pp. 687-706). Information Resources Management Association.

Brabston, M., Zmud, R., **Carlson, J. R.** (2001). In R. Papp (Ed.), *Communicating Strategic IT Vision to Organization's Members: A Conceptual Framework* (Chapter 5 ed., pp. 82-104). Hershey, PA.

Conference Proceedings

Zivnuska, S., Carlson, D. S., **Carlson, J. R.**, Harris, K. J., Harris, R. B. (2017). *Understanding Employee Reasons for Using Social Media at Work: The Impact of Regulatory Focus and Political Skill*.

Harris, R., **Carlson, J. R.**, Harris, K., Carlson, D. S. (in press). *Technology Related Role Overload and Work-to-Family Conflict: The Moderating Role of Informal Technology Support*. International Academy of Business and Economics.

Carlson, J. R., Kacmar, K. M., Carlson, D. (November, 2005). "Deceptive Impression Management: Does it pay?," Proceedings of the Southern Management Association (SMA) 2005 Meetings, Charleston, SC.

George, J. & **Carlson, J. R.** (January, 2005). "Media Selection for Deceptive Communication." 38th Hawaii International Conference on Systems Science, Island of Hawaii (Big Island), Hawaii.

George, J. & Carlson, J. R. (August, 1999). "Electronic Lies: Lying to Others and Detecting Lies Using Electronic Media." Proceedings of the Fifth Americas Conference on Information Systems, Milwaukee, WI, pp. 612-614.

George, J. & **Carlson, J. R.** (1999). "Computer Mediated Communication and Deception," 32nd Hawaii International Conference on Systems Science, Maui, Hawaii.

Carlson, J. R., Carlson, D., & Kacmar, K.* (1995). “The Relationship Between Individual Power Moves and Group Agreement Type: An Examination and Model,” Proceedings of the 1995 Southwest Academy of Management Meetings.

Carlson, J. R. (1994). “Channel Expansion Theory: A Dynamic View of Media and Information Richness Perceptions,” Proceedings of the Ernst and Young Foundation / ICIS Doctoral Consortium, R. Galliers, Rivard, S., & Wand, Y. (Eds.), Section E: 1-14.

Carlson, J. R. & Carlson, D. (1994). “Ethical Decision Support Systems: An Examination of the Relationship Between DSS Design Characteristics and Ethical Decision Making,” 1994 Proceedings, Decision Sciences Institute, (2): 748-750.

Carlson, John & Zmud, R. (1994). Channel expansion theory: A dynamic view of media and information richness perceptions. *Academy of Management Best Paper Proceedings, 1994*(1). 280-284. DOI:10.5465/AMBPP.1994.10344817.

This paper presents a model of media and information richness perceptions describing the effect of three experiential moderators. As participants overcome the limiting effects of these moderators they will be able to encode messages which are more meaningful to experienced co-participants, thereby expanding the bandwidth of the channel-in-use.

This article has 851 reads on ResearchGate, and has been cited 29 times.

* This paper was awarded the Best Paper Award for the OCIS track in the Academy of Management.

Carlson, J. R. & Hall, L. (1993). “The Impact of the Software Control Interface on User Performance,” Proceedings of the Fifth International Conference on Human-Computer Interaction, (2): 116-121.

Kacmar, C. & **Carlson, J. R.** (1993). “Toward a Link Marker Standard in Navigational Information Systems,” Proceedings of the 11th Annual Conference of the Association of Management, (Information & Technology Management), 11(1): 17-22.

Conference Presentations

Zivnuska, S., Carlson, D. S., **Carlson, J. R.**, Harris, K. J., Harris, R. B., Western Academy of Management, “Understanding Employee Reasons for Using Social Media: The Impact of Regulatory Focus and Political Skill,” Palm Springs, CA. (March 2017).

Carlson, J. R. (Author), Harris, R. B. (Author & Presenter), Harris, K. J. (Author & Presenter), Information Systems and Computing Education (EDSIG), “Coin Counter: Gamification for Classroom Management,” ISCAP, Las Vegas, NV. (November 2016).

Carlson, J. R., Carlson, D. S., Harris, R. B., Harris, K. J., Zivnuska, S., Western Academy of Management (WAM2015), “Social Media Use: Helpful or Harmful in the Workplace?,” Kauai, HI. (March 2015).

Harris, R., **Carlson, J. R.**, Harris, K., Carlson, D. S., International Academy of Business and Economics, “Technology related role overload and work-to-family conflict: The moderating role of supervisor and coworker technology support,” Key West, FL. (July 2012).

Carlson, J. R. (Author & Presenter), 38th Hawaii International Conference on Systems Science, “Media Selection for Deceptive Communication.,” HICSS. (2005).

Carlson, J. R., Kacmar, K.M., Carlson, D., Southern Management Association (SMA) 2005 Meetings, “Deceptive Impression Management: Does it pay?,” Southern Academy of Management Association, Charleston. (2005).

Carlson, J. R., J. George, J. Burgoon, M. Adkins, C. White, Academy of Management Meetings, “Deception in Computer Mediated Communication,” Washington, D.C. (2001).

Carlson, J. R., George, J., 32nd Hawaii International Conference on Systems Science, “Computer Mediated Communication and Deception,” Hawaii. (1999).

Carlson, J. R., George, J., Fifth Americas Conference on Information Systems, “Electronic Lies: Lying to Others and Detecting Lies Using Electronic Media,” Milwaukee, WI. (1999).

Carlson, John & Zmud, R., Academy of Management Meetings. “Channel Expansion Theory: A Dynamic View of Media and Information Richness Perceptions.” (1994).

Carlson, John & Hall, Laura, The Fifth International Conference on Human-Computer Interaction (HCI International). “The Impact of the Design of the Software Control Interface on User Performance,” Orlando, FL. (August 1993).

Text Books

Carlson, John. (2019). *Java for Business: An introduction to object oriented programming designed for business students*, 563 pages, Amazon KDP. (Under review at Springer for possible 2020 adoption).

Carlson, John. (2019). *Cross-Platform Mobile Application Development: A Beginner's Guide Using the Corona SDK*, 390 pages, Amazon KDP.

Intellectual Contributions in Submission

Zivnuska, S. L., Carlson, D. S., **Carlson, J. R.**, Harris, K. J., Harris, R. B., Valle, M. *Rude at Work: Mood and Attitude Implications for Work and Family.*

Zivnuska, S. L., Carlson, D. S., **Carlson, J. R.**, Harris, K. J., Harris, R. B., Valle, M. Information and Communication Technology Incivility Aggression in the Workplace: Implications for Work and Family. *Information Processing and Management.*

Harris, K. J., Harris, R. B., Zivnuska, S., Valle, M., **Carlson, J. R.**, Carlson, D. S. Technostress and the Entitled Employee: Impacts on Work and Family. *Computers in Human Behavior.*

Carlson, D. S., **Carlson, J. R.**, Valle, M., Zivnuska, S., Harris, K., Harris, R. My Manager is a Cyber Bully: Technology-Enacted Abusive Supervision and Its Effect on Work and Family. *Information and Management.*

Research Currently in Progress

“Instant-Messaging Communication Study: An Investigation of the Relationship Between Media Richness Perceptions and Use”.

“Gamifying Class Incentives: Effects on Student Perceptions and Performance”.

An incentive systems based on an in-class economy of coins which allows students to purchase items of specific value is investigated.

“Lying at Work 2: To Tell the Truth”.

Analysis of reasons individuals choose not to follow a managerial directive to lie in a business scenario.

“Deviant Technology Use: Effects on Workplace Civility and Aggression” (Collecting Data). (2018 - Present).

“Ostracism through Technology” (Collecting Data). (2018 - Present).

Service

Editorial Review Board Member, Journal of Organizational and End User Computing.
(November 2013 - Present).

Editorial Review Board Member, Journal of Managerial Issues (JMI). (2001 - Present).

Editor, Associate Editor, ICIS 2019 Human Behavior in IS Track. (May 2019 - December 2019).

Reviewer, Journal Article, Journal of Organizational and End User Computing (JOEUC).
(August 2019, August 2018, April 2017, December 2016, May 2016, February 2016,
December 2015, May 2015, October 2014, September 2014, February 2014, September
2013).

Reviewer, Journal Article, Organization Science (ORGSCI). (May 2019, September 2008,
September 18, 2007).

Reviewer, Journal Article, Journal of Nonverbal Behavior. (January 2019).

Reviewer, Journal Article, IEEE Transactions on Engineering Management. (December 2018).

Reviewer, Journal Article, Journal of Organizational Behavior (JOB). (October 2018, January
2018, December 2016).

Reviewer, Journal Article, Management Information Systems Quarterly (MISQ). (July 2018,
November 2016, January 2016, October 2009, May 2008, October 19, 2005, August 1,
2005).

Reviewer, Journal Article, Journal of Computer Mediated Communication (JCMC). (May 2018).

Reviewer, Journal Article, Computers in Human Behavior (CHB). (September 2017, August
2017, November 2016).

Reviewer, Journal Article, Journal of Management Information Systems (JMIS). (February 2016).

Reviewer, Conference Paper, International Conference on Information Systems (ICIS). (May
2015).

Reviewer, Journal Article, Information Systems Research (ISR). (April 2015, March 2015,
November 2013, November 2008).

Reviewer, Journal Article, AIS Transactions on Human-Computer Interaction (THCI). (March
2015, January 2014).

Reviewer, Conference Paper, Western Academy of Management. (October 2014).

Reviewer, Journal Article, Psychological Reports. (August 2013).

Reviewer, Journal Article, Communication Research. (February 2013, February 2012).

Judge for Cyber Scenarios Video Contest, Business Ethics Forum, Hankamer School of Business.
(November 2011).

Reviewer, Conference Paper, IEEE eCrime Researcher's Summit. (September 2011).

Reviewer, Journal Article, Information Systems Research (ISR). (July 2011).

Reviewer, Journal Article, ISJ. (January 2011, September 2009).

Reviewer, Conference Paper, eCrime Conference. (August 2010).

Reviewer, Journal Article, DSS. (October 2009).

Reviewer, Journal Article, Management Communication Quarterly (MCQ). (June 30, 2007).
Reviewer, Conference Paper, International Conference on Information Systems (ICIS). (May 23, 2007).
Program Organizer, Big XII Plus MIS Research Symposium. (2006).
Reviewer, Journal Article, Academy of Management Review (AMR). (October 5, 2006).
Reviewer, Journal Article, Academy of Management Journal (AMJ). (February 20, 2006).
Baylor Teaching/Learning Technology Committee. (2003 – 2006).
ISY Department, Undergraduate Coursework Committee (1999 – present).
ISY Department, Graduate Coursework Committee. (2001 – present).
ISY Department, AACSB Course Assessment Committee, Chair. (2002 – 2004).
HSB Mission Committee, ISY Department Representative. (2002 – 2003).
HSB Faculty Standards Committee. (2003 – 2004).
Minitrack Co-Chair, AMCIS 2002. (March 2002 - August 2002).

Academic Positions

June 1999 – Present

Associate Professor, Department of Information Systems, Baylor University (Assistant Professor from June 1999 – August 2003). Teach undergraduate and masters courses in management information systems, perform scholarly research in the Information Systems field, and perform national, University, and local service activities.

August 1995 – June 1999

Assistant Professor, School of Accounting, University of Utah. Perform scholarly research in the Information Systems field, teach undergraduate, master, and doctoral courses in management information systems, and perform national, University, and local service activities.

July 1992 - April 1995

Instructor, Department of Information and Management Sciences, Florida State University. Teach undergraduate courses in management information systems, microcomputer concepts and applications, and production operations management.

September 1992 - May 1993

Manager, Center for Information Systems Research (CISR), Florida State University. Responsibilities: directed work of CISR staff in support of faculty research and teaching projects; wrote reports for university accreditation committee concerning the contribution and effectiveness of the CISR; created instrumentation for measuring local business satisfaction with MIS graduates.

Teaching Experience

ISY 3305, Management Information Systems, 17 courses.

ISY 4V98, Special Studies in Information Systems, 10 courses.

MIS 4319, Mobile Application Development, 7 courses.

MIS 4320, Java Development, 29 courses.

MIS 5317, Seminar in Java Development, 24 courses.

MIS 5V98, Seminar in Java, 13 courses.

MIS 5319, Mobile Application Development, 7 courses.

ISY 5365, E-Business Development, 1 course.

MIS 6398, Research Apprenticeship I, 1 course.

Directed Student Learning

Supervised Doctoral Research, “Gamification: Operational Measures and Platform Economics,”
Business, Information Systems. (May 2018 - September 2019).

Advised: James Hernandez

Dissertation Committee Member, Business, Information Systems. (November 2015 - May 2017).

Advised: Nash Milic

Master’s Thesis Committee Member, “VOX Latin Pronunciation Tutorial Software,” Electrical/
Computer Engineering. (January 2017 - April 2017).

Advised: Kade Major

Dissertation Committee Member, Education, Instructional Design and Technology. (2007 -
2010).

Advised: Ted Filkins