

**VITA**  
**SURINDER S. KAHAI**

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, Ann Arbor, Michigan  
*Ph.D. in Computer & Information Systems*, School of Business Administration, August 1993

New Brunswick, New Jersey.  
*M.S. in Chemical Engineering*, School of Engineering, October 1985

, Bombay, India.  
*B. Tech. in Chemical Engineering*, July 1984

Binghamton, NY  
Assoc. Prof. of MIS, School of Management  
Asst. Prof. of MIS, School of Management  
Visiting Lecturer, School of Management

Ann Arbor, Michigan  
Graduate Assistant, School of Business  
Community Manager, Family Housing

New Brunswick, New Jersey  
Teaching Assistant

Fellow at the Center for Leadership Studies at SUNY-Binghamton

Leading Virtually: <http://www.leadingvirtually.com>



- Kahai, S. & Avolio, B. (2006). Leadership style, anonymity, and the discussion of an ethical issue in an electronic context. International Journal of e-Collaboration, 2(2), 1-26.
- Kahai, S, Sosik, J, & Avolio, B. (2004). Effects of participative and directive leadership in electronic groups. Groups & Organization Management, 29(1), 67-105.
- Kahai, S. & Cooper, R. (2003). Exploring the core concepts of media richness theory: The impact of cue multiplicity and feedback immediacy on decision quality. Journal of Management Information Systems, 20(1), 263-299.
- Kahai, S. S., Sosik, J. J., & Avolio, B. J. (2003). Effects of leadership style, anonymity, and rewards on creativity-relevant processes and outcomes in an electronic meeting system context. The Leadership Quarterly, 14(4-5), 499-524.
- Avolio, B., & Kahai, S. (2003). e-leadership: How it may impact your leadership. Organizational Dynamics, 31

Sosik, J., Avolio, B., & Kahai, S. (1997). Effects of leadership style and anonymity on group potency and effectiveness in a GDSS environment. The Journal of Applied Psychology, 82(1), 89-103.

Eom, M., Kahai, S., & Yayla, A. The Effect of Ambidextrous CIO Leadership on Strategic Alignment through Knowledge Integration Mechanisms.



- Baek, S. N., & Kahai, S. (2015). Ambidextrous knowledge acquisition using IM: The role of social capital and interactivity. In Academy of Management Proceedings (Vol. 2015, No. 1, p. 19060). Academy of Management.
- Eom, T., Kahai, S., & Yayla, A. (2015). Investigation of how IT leadership impacts IT-business alignment through shared domain knowledge and knowledge integration. AMCIS 2015 Proceedings.  
<http://aisel.aisnet.org/amcis2015/HumanCapital/GeneralPresentations/7/>
- Jestice, R. J., & Kahai, S. The Effectiveness of Virtual Worlds for Education: An Empirical Study. AMCIS 2010 Proceedings, Paper 512. <http://aisel.aisnet.org/amcis2010/512>.
- Huang, R., Jestice, R., and Kahai, S. Virtual world collaboration and leadership: Effects on team process and outcomes. Mardi Gras 2009 Proceedings, Paper 14.  
<http://aisel.aisnet.org/mg2009/14>.
- Sosik, J, Avolio, B., Kahai, S., & Jung, D. Transformational leadership, anonymity, and task interdependence: An ecology for inspiring potency and effectiveness in computer-supported work groups. Proceedings of the Institute of Behavioral and Applied Management Conference, 1997 (chosen as Best Paper).
- Kahai, S & Cooper, R. The design of computer based support for task communication in organizations. In DeGross, J., Alavi, M., & Oppeland, H. (Eds.), Proceedings of the Eleventh International Conference on Information Systems, pp. 25-35, 1990.
- Kahai, S., Avolio, B., & Sosik, J. Meeting impacts of two types of EMS anonymity and initial difference in opinions. In DeGross, J., Ariav, G., Beath, C., Hoyer, R. and Kemerer, C. (Eds.),

- Kahai, S., Sosik, J., & Avolio, B. Effects of transformational leadership and media on collaboration and performance in virtual teams. Paper presented at the Academy of Management Conference, Orlando, FL, August 2013.
- Serban, A., Yammarino, F., Dionne, S., Kahai, S., Shirreffs. Testing leadership and team performance in face-to-face and virtual teams. Paper presented at SIOP, Houston, TX, April 2013.
- Kahai, S., Huang, R., & Jestice, R. Antecedents and consequences of cognitive effort during collaboration in a virtual world. Paper presented at the Academy of Management Conference, San Antonio, TX, August 2011.
- Jestice, R., Kahai, S., & Huang, R. Online identity and its effects in computer mediated communication. Paper presented at the Academy of Management Conference, Chicago, Illinois, August 2009.
- Kahai, S., Jestice, R., Carroll, E., & Huang, R., Team collaboration in virtual worlds: Results from two studies. Paper presented at the Academy of Management Conference, Anaheim, California, August 2008.
- Kahai, S., Carroll, E., & Jestice, R. Leading virtual teams in virtual worlds: A seven-year research agenda. Conference on the Economics and Business of Second Life and Virtual Worlds (organized by the Columbia Institute for Tele-Information and the Conference Board), New York, NY, June 15, 2007.
- Eom, M., & Kahai, S. Integrated model of IS leadership, strategy, and IS unit performance. AIS (Association of Information Systems) Special Interest Group on IS Leadership, Athens, GA, April 17, 2004.
- Kahai, S., & Avolio, B. Leadership, anonymity, and discussion of an ethical issue in electronic gr  
-Leadership: Diverse Perspectives on  
Nineteenth Annual Conference of the Society for  
Industrial and Organizational Psychology, 2004, Chicago, IL, April 2-3, 2004.
- Kahai, S., & Avolio, B. Effects of leadership style and anonymity on the discussion of an ethical issue in an EMS context. Distant Leaders Workshop, Scottsdale, AZ, October 19-22, 2001.
- Kahai, S., Sosik, J., & Avolio, B. Effects of Leadership style, anonymity, and rewards in an electronic meeting system environment. The Academy of Management Conference (Organizational Communication and Information Systems Division), Boston, August 1997.
- Sosik, J., Avolio, B., Kahai, S., & Jung, D. Effects of leadership style, anonymity, and group type on group potency and effectiveness in a group decision support system environment. The Academy of Management Conference (Organizational Communication and Information Systems Division), Cincinnati, August 1996.

Sosik, J., Avolio, B., Kahai, S., Jung, D., & Tirmizi, A. Leadership and group creativity: influencing gdss process and outcomes. Eleventh Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, May 1996.

Kahai, S. and Cooper, R. The impact of nonverbal cues on decision quality in computer-mediated communication. The Academy of Management Conference (Organizational Communication & Information System

Kahai, S., Sosik, J., & Avolio, B. Leadership and task structure impacts on process and outcomes in an ems environment. The Academy of Management Conference (Organizational Communication & Information Systems Division), Vancouver, August 1995.

Sosik, J., Kahai, S., Avolio, B., & Jung, D. Transformational and transactional leadership in electronic meeting system environment. Tenth Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, 1995.

Sosik, J., Kahai, S., & Avolio, B. Impact of leadership style and task type in a GDSS environment. The Ninth Annual Conference of the Society for Industrial and Organizational Psychology, Memphis, 1994.

#### **SYMPOSIA & WORKSHOP**



## **RESEARCH WORKSHOPS**

Collaboration in Virtual Worlds: What to Study and How. Professional Development Workshop, Organizational Communication & Information Systems Division of Academy of Management, Anaheim, CA, August 2008.

Networking of Organizational Behavior and Information Systems Researchers to Better Understand Information Systems in Organizations. Professional Development Workshop, OB Division of Academy of Management, Denver, CO, August 2002.

## **BEST PAPER AWARDS**

Best conference paper, Institute of Behavioral and Applied Management Conference, 2015.

Sosik, J. J., Avolio, B. J., & Kahai, S. S. (2015). Advanced information and communication technology and the total leadership system: Considering e-leadership applications over levels of analysis and time. Proceedings of the Institute of Behavioral and Applied Management Conference, Pittsburgh, PA, October, 8-10, 2015.

Best paper published in *Group & Organization Management*, 2009:

Sosik, J., Kahai, S., & Piovoso, M. (2009). Silver bullet or voodoo statistics? A primer for using the partial least squares data analytic technique in group and organization research. Group & Organization Management, 34(1), 5-36.

Best conference paper, Institute of Behavioral and Applied Management Conference, 1997:

Sosik, J, Avolio, B., Kahai, S., & Jung, D. Transformational leadership, anonymity, and task interdependence: An ecology for inspiring potency and effectiveness in computer-supported work groups. Proceedings of the Institute of Behavioral and Applied Management Conference, 1997.

## **OTHER RESEARCH AWARDS**

Corning Research Award, School of Management, SUNY-Binghamton, 1999-2000.

Web Application Development  
E-commerce  
Advanced Technology  
Business Data Communications  
MIS Doctoral Seminar  
Doctoral Research Methods Seminar  
Group Support Systems  
Psychology Laboratory

## **DOCTORAL PROGRAM INVOLVEMENT**

### **BINGHAMTON UNIVERSITY**

Dissertation Chair of Mike Eom, Rebecca Jestice, and Seung Nyoung Baek

Member of comprehensives/dissertation committees of Andra Serban, Deniz Dalman, Mike Palanski, Elizabeth Carroll, Mike Eom, John Garger, John Sosik, Minh Hyunh, Sandi Dinger, Yair Berson, John Garger, Jae-Uk Chun, & Christie Kennedy, School of Management, Binghamton University.

Member of dissertation committee of Reza Hemayati, Watson School of Engineering, Binghamton University.

### **EXTERNAL**

Dissertation committee member of Suling Zhang, New Jersey Institute of Technology.

## **EXECUTIVE EDUCATION & PROGRAM-RELATED TEACHING**

### **COURSES**

Management Information Systems  
Advanced Technology  
E-business

### **PROGRAMS**

SUNY-Binghamton Professional MBA Program (New York City)  
SUNY-Binghamton Executive MBA Program at Lockheed-Martin, Owego, NY  
SUNY-Binghamton High Tech Executive MBA program.  
SUNY-Binghamton Executive MBA for Healthcare Professionals

**ONLINE LEARNING MATERIALS AUTHORED**

Authored and prepared multi-

Virtual Team

have been made available to virtual team leaders in the Binghamton



Annual Meeting of the Administrative Sciences Association of Canada (Montreal 1996)

HICSS (2000)

IFIP 8.2 (1993)

NSF Reviewer

Grant proposal reviewer, June 2008 & July 2009.

SUNY-Faculty Diversity Program

Reviewer for 2015-2016 Faculty Diversity Program

Membership in Best Paper Selection Committees

Best IS (Journal) Article Award given by the Organizational Communication and Information Systems Division of the Academy of Management, 2007

Best Conference Papers Awards given by the Organizational Communication and Information Systems Division of the Academy of Management, 2007

Best Article Award given by The Group & Organization Management journal for publications in 2006

Session Chair

structuring of Organizations  
2006

-16,

Facilitator

Interactive Paper Session, Academy of Management Conference, Honolulu, Hawaii, August 7-10, 2005

Discussant

International Conference on Information Systems (Vancouver 1994)

Academy of Management Conference (Atlanta 2006 & Seattle 2003)

**CAMPUS C**





Computer-mediated Communication Talk given at monthly meeting of Cosmos Club, Binghamton, Nov 13, 1997.

Introduction to the Internet Talk given at the monthly meeting of Financial Management Association of Rehabilitation Facilities, Central New York State, Oct. 9, 1996.

The Internet as a Business Tool Talk given at the monthly meeting of National Association of Purchasing Management -- Binghamton, Inc., Nov. 30, 1995.

Business and the Internet Talk given at Department of Management. Science and Information Systems, The Pennsylvania State University at Great Valley, November 9, 1995.

Computer Based Communication Support Systems Talk given at Steelcase Corporation, Grand Rapids, MI, May 1990.

### **ADVISORY, FACILITATION, & CONSULTING SERVICES**

1800Flowers. Studied the company and proposed a plan for rolling out Facebook for internal collaboration (2011).

Broome County Health Department. Information technology advisor (2000-2010)

Lockheed Martin (Owego site). Advised a team that successfully implemented a site-wide wiki and blog system (2007)

Fairview Recovery Services, Binghamton. Lead consultant for implementation of their Homeless Management Information System (2003-2006)

Action for Older Persons. Consultant for Broome County Online Elder Services Guide sponsored by Action for Older Persons and Aging Futures, 2002-2004

McGraw-Hill. Consultant for

Integrated County Planning Committee, Broome County Government. Information technology advisor (



[psychological-impacts/](#) and <https://deloitte.wsj.com/cfo/2020/05/15/the-virtual-cfo-rethink-how-you-relate-to-others/>

Press coverage at Business Insider for book use in my e-business course:  
<https://www.businessinsider.com/books-mba-professors-business-school-harvard-stanford-kellogg-recommend>

Binghamton University Campaign Launch Event, April 19, 2010: Hosted the School of Management Chat Room during the event.

C3 HUD Grant. Advisor. Grant received by SEHD, Binghamton University

Marilyn Gaddis Rose and Stephen David Ross University and Community Projects Grant. Co-recipient along with Catholic Charities of \$10,000 grant to provide refurbished PCs to low-income families in the local community (Broome County) under a PC-Exchange program.

TV and press interviews on Information Systems Topics. Provided to the following:

CNN.com (<http://www.cnn.com/2009/BUSINESS/11/05/second.life.virtual.collaboration>)

The Press & Sun Bulletin (Binghamton)

Time Warner Cable

Fox TV

Teaching with passion, August 23, 2011.

**PROFESSIONAL MEMBERSHIP**

AIS

Academy of Management

Delta Sigma Pi

Beta Gamma Sigma