

## **Thomas W. Ferratt**

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### **Education**

Ph D, The Ohio State University, 1974.

MBA, The Ohio State University, 1973.

BBA, University of Notre Dame, 1968.

### **Professional Positions Held**

#### **Academic**

University of Dayton

Sherman-Standard Register Endowed Chair in MIS (July 2003 - Present).

Professor (June 1986 - Present).

Associate Dean, Learning, Technology, and Faculty Development (July 1997 - June 2000).

University of Southern California

Visiting Scholar (July 2015 - December 2015)

Indiana University

Visiting Associate Professor (August 1984 - May 1986).

Drake University

Professor (1982 - 1984).

Department Chair (1980 - 1982).

Associate Professor (1977 - 1982).

Assistant Professor (1974 - 1977).

#### **Professional**

Systems Analyst, Ball State University. (1969 - 1970).

Computer Programmer, Ball State University. (1968 - 1969).

## **TEACHING**

### **Teaching Experience – Most Recent**

#### **University of Dayton**

MIS 380, Systems Analysis and Design.

MBA 665, Systems Analysis and Design.

MIS 220, Exploring Careers in Information Systems.

MIS 301H, Information Systems in Organizations - Honors.

MIS 325, Programming-Business Systems.

MIS 465, Project I - Analysis and Design - Teams

MIS 475, Project II - Analysis and Design - Teams

## RESEARCH

### Selected Published Intellectual Contributions

#### Refereed Journal Articles

- Niederman, F., Ferratt, T. W., Trauth, E. M. (2016). On the Co-Evolution of Information Technology and Information Systems Personnel. *The DATA BASE for Advances in Information Systems*, 47(1), 29-50.
- Ferratt, T. W., Hall, S., Kanet, J. J. (2016). Out of the Fog: A Program Design for Understanding Alternative Career Choices: Examples in Management Information Systems and Operations Management. *Communications of the Association for Information Systems*, 38 (Article 4), 106-121.
- Salisbury, W. D., Ferratt, T. W., Wynn, D. E. (2015). Assessing the Emphasis on Information Security in the SA&D Course. *Communications of the Association for Information Systems*, 36 (Article 18), 337-356.
- Ferratt, T. W., Prasad, J., Enns, H. (2012). Synergy and Its Limits in Managing Information Technology Professionals. *Information Systems Research*, 23(4), 1175-1194.
- Ferratt, T. W., Prasad, J., Wynn, D. E., Hall, S. (2010). Choosing Management Information Systems as a Major: Understanding the smiFactors for MIS. *Communications of the Association for Information Systems*, 27 (Article 16), 265-284.
- Ferratt, T. W., Hall, S. (2009). Extending the Vision of Distance Education to Learning via Virtually Being There and Beyond. *Communications of the Association for Information Systems*, 25 (Article 35), 425-436.
- Prasad, J., Enns, H.G., and Ferratt, T.W. (2007). One Size Does Not Fit All: Managing IT Employees Employment Arrangements, *Human Resource Management*, 46(3), 349-372.
- Ferratt, T. W., Gorman, M. F., Kanet, J. J. and Salisbury, W. D. (2007). IS journal quality assessment using the Author Affiliation Index. *Communications of the Association for Information Systems*, 19 (Article 34), 710- 724.
- Agarwal, R., Ferratt, T. W., and De, P. (2007). An Experimental Investigation of Turnover Intentions Among New Entrants in IT, *The DATA BASE for Advances in Information Systems*, 38(1), 8-28.
- Enns, H.G., Ferratt, T.W., and Prasad, J. (2006). Beyond Stereotypes of IT Professionals: Implications for IT HR Practices, *Communications of the ACM*, 49(4), 105-109.
- Agarwal, R., Brown, C., Ferratt, T. W., and Moore, J. E. (2006). Five Mindsets for Retaining IT Staff, *MIS Quarterly Executive*, 5(3), 137-150.
- Ferratt, T. W., Ahire, S., and De, P. (2006). Achieving Success in Large Projects: Implications from a Study of ERP Implementations, *Interfaces*, 36(5), 458-469.
- Ferratt, T. W., Agarwal, R., Brown, C. and Moore, J. E. (2005). IT Human Resource Management Configurations and IT Turnover: Theoretical Synthesis and Empirical Analysis, *Information Systems Research*, 16(3), 237-255.

- Agarwal, R. and Ferratt, T. W. (2002). Enduring Practices for Managing Information Technology Professionals, *Communications of the ACM*, 45(9), 73-79.
- Agarwal R. and Ferratt, T. W. (2001). Crafting an HR Strategy to Meet the Need for IT Workers, *Communications of the ACM*, 44(7), 58-64.
- Roepke, R. P., Agarwal, R. and Ferratt, T. W. (2000). Aligning the IT Human Resource with Business Vision: The Leadership Initiative at 3M, *MIS Quarterly*, 24(2), 327- 353. [First place, 1998 SIM Paper Competition]
- Ferratt, T. W. and Vlahos, G. E. (1998). An Investigation of Task-Technology Fit for Managers in Greece and the US, *European Journal of Information Systems*, 7(2), 123-136.
- Ferratt, T. W., Lederer, A. L., Hall, S. R., and Krella, J. M. (1998). Surmounting Health Information Network Barriers: The Greater Dayton Area Experience, *Health Care Management Review*, 23(1), 70-76.
- Ferratt, T. W., Lederer, A. L., Hall, S. R., and Krella, J. M. (1996). Swords and Plowshares: Information Technology for Collaborative Advantage, *Information and Management*, 30(3), 131-142.
- Vlahos, G. E. and Ferratt, T. W. (1995). Information Technology Use by Managers in Greece to Support Decision Making: Amount, Perceived Value, and Satisfaction, *Information and Management*, 29(6), 305-315.
- Ferratt, T. W., Short, L. E., and Agarwal, R. (1993). Measuring the Information Systems Supervisor's Work-Unit Environment and Demonstrated Skill at Supervising, *Journal of Management Information Systems*, 9(4), 121-144.
- Ferratt, T. W. and Short, L. E. (1990). Patterns of Motivation: Beyond Differences Between Information Systems and Non-Information Systems People, *MIS Quarterly*, 14(1), 3-6.
- Ferratt, T. W. and Short, L. E. (1988). Are Information Systems People Different: An Investigation of How They Are and Should Be Managed, *MIS Quarterly*, 12(3), 427-443.
- Ferratt, T. W. and Short, L. E. (1986). Are Information Systems People Different: An Investigation of Motivational Differences, *MIS Quarterly*, 10(4), 377-387.

### **Books and Book Chapters**

- Ferratt, T. W., Trauth, E. M. (2014). In Topi, H., Tucker, A. (Eds.), *IS/IT Human Resource Development and Retention* (3rd ed., vol. 2, pp. Chapter 62, 62-1 through 62-17). CRC Press, Taylor & Francis Group.
- Niederman, F. and Ferratt, T. W., Editors (2006). *IT Workers: Human Capital Issues in a Knowledge-Based Environment*, Greenwich, CT: Information Age Publishing, Inc.
- Agarwal, R. and Ferratt, T. W. (1999). *Coping with Labor Scarcity in Information Technology: Strategies and Practices for Effective Recruitment and Retention*, Cincinnati: Pinnaflex Educational Resources, Inc.
- Ferratt, T. W. (1992). Careers in Information Systems, in ed. Gary G. Bitter, *Macmillan Encyclopedia of Computers*, New York: Macmillan, 147-158.

## **SERVICE** **(Selected Service over Time)**

### **Service to the MIS Academic Profession**

Senior Editor, *Journal of the Association for Information Systems* and *The DATA BASE for Advances in Information Systems*.

Associate Editor, *MIS Quarterly* and *Information Systems Research*.

Chair, ACM SIGCPR (Computer Personnel Research, which later merged with SIGMIS).

Conference Co-Chair, ACM SIGMIS CPR Conference and Conference Chair and Program Chair for the predecessor ACM SIGCPR Conference.

Co-Chair, Doctoral Consortium, ACM SIGMIS CPR Conference.

National Advisory Board Member, Information Systems Job Index, sponsored by the Association for Information Systems and the Institute for Business and Information Technology at the Fox School of Business, Temple University.

### **Service to the University of Dayton**

Chair or co-chair, various departmental and school committees, e.g., faculty search, dean search, promotion and tenure, MIS curriculum revision, MIS journal quality assessment.

Proposed and directed the development of the MIS Advisory Board.

Responsible for annual MIS Distinguished Speaker.