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**Madhu T. Rao, Ph.D.**  
**Associate Dean/Professor**  
**Management**  
**Albers School of Business/Economics**  
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### **Academic Background**

Ph.D. Kelley School of Business, Indiana University, Bloomington, IN, Management Information Systems (International Business minor), 2000

MEng Birla Institute of Technology and Science, Pilani, Rajasthan, India, Systems and Information, 1990

M.S. Birla Institute of Technology and Science, Pilni, Rajasthan, India, Management Studies, 1988

MSc Birla Institute of Technology and Science, Pilani, Rajasthan, India, Chemistry, 1988

### **Qualification**

Scholarly Academic

### **Work Experience**

#### **Work Experience**

##### **Academic**

Associate Dean, Albers School of Business and Economics, Seattle University (July, 2015 - Present), Seattle, Washington.

Associate Professor, Albers School of Business and Economics, Seattle University (July, 2007 - Present), Seattle, Washington.

Assistant Professor, Albers School of Business and Economics, Seattle University (July, 2001 - June, 2007), Seattle, Washington.

Assistant Professor of Information Systems, Perdue School of Business, Salisbury University (August, 1997 - June, 2001), Salisbury, Maryland.

Visiting Professor, Kogod School of Business, American University (August, 1996 - June, 1997), Washington DC, District of Columbia.

Teaching Assistant in Marketing, Birla Institute of Technology and Science (June, 1988 - August, 1990), Pilani, Rajasthan, India.

##### **Non-Academic**

Systems Analyst, Tata Consultancy Services (June, 1990 - September, 1992), New Delhi, India.

### **Teaching**

#### **Courses Taught**

**Courses from the Teaching Schedule:** Business Data Communications, Database Systems, Delivering Growth, Health Care Information Systems, Health Care Information Systems, Healthcare Information Systems, Information Systems in Digital Enterprise, Information Systems: Role of Executives, Information Systems: The Role of Executives, Integrating Leadership and Business Practices, Introduction to Information Systems and E-Commerce, Introduction to Information Systems and E-Commerce, Management of Information Technology, Management of Information Technology, Object-Oriented Modeling in Business, Special Topics

## **Intellectual Contributions**

### **Intellectual Contributions Grid**

Category	BDS	AIS	TLS	Total
Articles in Refereed Journals	5	2	1	8
Articles-in-Progress (All)	2			2
Publications in Refereed Conference Proceedings	3			3
Books, Monographs, Compilations, Manuals, Supplements, Chapters, Cases, Readings		1		1
Presentations of Refereed Papers	2			2

### **Refereed Articles**

#### **Applied or Integrative/application Scholarship**

Rao, M. T. & Arora, S. (2009). Developing Global Leadership: A View From India. *Journal of Political Consulting and Policy Advice*

Rao, M. T. (2004). Key Issues in Global IT Sourcing: Country and Individual Factors. *Information Systems Management*

#### **Basic or Discovery Scholarship**

Rao, M. T. (2012). "Control and Coordination of Information Systems in Multinational Corporations: An Empirical Examination of Subsidiary and Host Country Factors". *Journal of Global Information Technology Management*.

Rao, M. T. (2007). Host Country Resource Availability and Information System Control Mechanisms in Multinational Corporations: An Empirical Test of Resource Dependence Theory. *Journal of Management Information Systems*.

Rao, M. T., Earls, T., & Sanchez, G. (2007). International Collaboration in Transorganizational Systems Development: The Challenges of Global Insourcing. *Journal of Global Information Technology Management*.

Rao, M. T., Poole, W., Raven, P., & Lockwood, D. (2006). 'Trends, Implications, and Responses to Global IT Sourcing: A Field Study'. *Journal of Global Information Technology Management*.

Topi, H., Valacich, J., & Rao, M. T. (2002). The Effects of Personality and Media Differences on the Performance of Dyads Addressing a Cognitive Conflict Task'. *Small Group Research*.

#### **Teaching and Learning Scholarship**

Rao, M. T. & Lockwood, D. (2005). From Group Assignment to Class E-Business Project: A 'Medical Rotation' Approach. *Academy of Educational Leadership Journal*.

### **Refereed Proceedings**

#### **Basic or Discovery Scholarship**

Rao, M. T. (2007). - Trust in Global Virtual Teams: An Application of Integrated Social Contracts Theory. *Asia-Pacific Academy of Management and Business Conference*.

Rao, M. T. (2006). Formal and Informal IS Control Mechanisms in MNCs: A Test of Resource Dependence Theory. *39th Hawaii International Conference on Systems Sciences*.

Rao, M. T. (2004). When Cultures Mingle: Examining the Role of Acculturative Influences on Attitudes Toward Technolog. *Global IT Management World Conference*.

### **Chapters, Cases, Readings, Supplements**

#### **Chapter**

Rao, M. T. (2015). Collaboration in Global Intra-Organizational Systems Development (Updated Chapter in New Edition). In Press, *Global Sourcing of Services: Strategies, Issues and Challenges*.

Rao, M. T. (2013). Collaboration in Global Intra-Organizational Systems Development. In Press, *Global Sourcing of Services*.

Rao, M. T. (2013). Control and Coordination of Information Systems in Multinational Enterprises: Subsidiary and Host

Country Factors. Under Review, *Global Information Technology Management 5th Ed.*

Rao, M. T. (2001). 'Control and Coordination of Information Systems in Multinational Corporations'. *Global IT and E-Commerce Issues for a New Millenium*.

## **Presentations of Refereed Papers**

### **International**

Rao, M. T. (2014). *Collaboration Strategies for Information Technology Outsourcing Partners and Clients: Comparative Case Studies from India, The Ukraine, China, and Ireland*. 25th WBI International Business Research Conference, Cape Town, South Africa.

Rao, M. T. (2013). *Coordination Mechanisms in Offshore Chinese IT Development Teams: Effective collaboration in US-Chinese outsourcing relationships*. International Conference on Business Information Systems, Paris, France.

## **Grants**

### **Research**

2012: Rao, M. T. PMI China Grant, Principal Investigator.

## **Working Papers**

Rao, M. T. (2016). "Acculturative Influences on Virtual Team Performance."

Rao, M. T. (2016). "IT Outsourcing and the Red Queen Hypothesis."

## **Service**

### **Service to the Institution**

#### **Department Assignments**

##### **Assurance of Learning - Institutional Service:**

2012-2013: • Coordinator – IS Assessment

2011-2012: Information Systems Assessment Guru

##### **Chair:**

2013: Department Personnel Committee: One time Chair for tenure discussions and decision at department level.

##### **Other Institutional Service Activities:**

2014-2015: Participant: New Chairs and Directors Institute

#### **College Assignments**

##### **Member:**

2012-2013: Management Department Personnel Committee

#### **College Assignments**

##### **Other Institutional Service Activities:**

2014-2015: Albers Name Reader, Graduate Commencement

#### **College Assignments**

##### **Other Institutional Service Activities:**

2013: Boeing Executive Leadership Workshop

#### **College Assignments**

##### **Other Institutional Service Activities:**

2014-2015: Interviewer for multiple candidates: Director of proposed MS in Systems Engineering

2014-2015: Trainer for Voicethread and Canvas: School of Theology and Ministry

2013-2014: COPE Training Cohort

**Chair:**

2014-2015: Gleed Chair Search Committee

2013: Gleed Search Committee

2012: CDSSFRRT

**Member:**

2013: Albers Strategic Planning Committee

2012-2013: Dean's Taskforce on Graduate Education

**College Assignments**

**Member:**

2009-2010 – 2010-2011: MBA Assessment Group

**College Assignments**

**Member:**

2015: Promoting Research Taskforce

**University Assignments**

**Chair:**

2012-2013: University CORE Implementation Committee (Co-Chair)

**Member:**

2014-2015: Associate CIO Search

2013: President's Strategic Planning Council

2012-2013: Strategic Planning Council

**Mentoring Activities:**

2013: SUYI Tutor, Washington Middle School

**University Assignments**

**Other Institutional Service Activities:**

2015: Admitted Students Presentations

**University Assignments**

**Other Institutional Service Activities:**

2013: Fall Preview Speaker

**University Assignments**

**Other Institutional Service Activities:**

2015: Health Sciences Advisory Group

**University Assignments**

**Other Institutional Service Activities:**

2012-2013: Interview with Spectator for Carbon Footprint Reduction work

2012-2013: Invited Participant in Arrupe Seminar

**University Assignments**

**Other Institutional Service Activities:**

2014-2015: Participant: Nicaragua Immersion Trip

**University Assignments****Other Institutional Service Activities:**

2015: Sullivan Leaders Presentations

2014-2015: Speaker: Fall Preview Day

2014-2015: Speaker, Accepted Students Open House

2014-2015: Presenter at University User Forum for Canvas

2014-2015: Sullivan Scholar Presentations

2013: Presenter: Sullivan Scholars (over 200 students and 300 parents)

2012-2013: Speaker for Leadership and Jesuit Education, Fall Preview Day Nov 18, 2012

2012-2013: Speaker for Leadership and Jesuit Education, Fall Preview Day Oct 13, 2012

**University Assignments****Other Institutional Service Activities:**

2015: Summer Freshmen Orientation Sessions (4)

**State-wide Assignments****Other Institutional Service Activities:**

2013: Speaker: TEDx-Seattle U

**Service to the Profession****Academic Conference: Panelist**

2014: SIM - Society for Information Management, Seattle, Washington. Panelist for CIO Leadership Seminar

**Editor: Special Issue of a PRJ**

2015: SAGEOpen Publications - Article Editor.

**Invited Lecture**

2009: Accenture Advanced Technology Lab, Bangalore, India, Bangalore, India. - Global Leadership in Developing Countries, Accenture Advanced Technology Lab, Bangalore, India, January 22, 2009.

2005: International Technology Forum, Palo alto, California. - With Dienhart, J., Negotiating Trust in Global Virtual Teams, International Technology Forum, Palo Alto, CA, October 19-21, 2005.

2004: Pierce County Career Connections Panel,, Tacoma, Washington. - Outsourcing and the Jobs Outlook in Washington State, Pierce County Career Connections Panel, Tacoma, WA, May 13, 2004

2004: Conference of the Society for Information Management, Seattle, Washington. - Global IT Sourcing and its Impacts on Washington State, Conference of the Society for Information Management, Seattle, WA, May 19, 2004

2004: Western Washington Summit 2004, Tacoma, Washington. - With Howland, J., Global Outsourcing: Irreversible Megatrend?, Western Washington Summit 2004, October 21, 2004

**Keynote Address**

2010: World Trade Club, Bellevue, Washington. IT Outsourcing in China vs. India: The Next Five Years

2004: Association for Women in Computing,, Seattle, Washington. - IT Outsourcing: Certainties and Uncertainty, Association for Women in Computing, Seattle WA, November 16, 2004

2004: World Trade Club, Seattle, Washington. - The Effects of Globalization and Outsourcing on Washington State

**Honors/Awards****Honor**

2015: Professor of the Year, Beta Gamma Sigma.

2009: Professor of the Year, Beta Gamma Sigma.

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