Renée Michelle Elaine Pratt

Assistant Professor in MIS
Business Administration Department
Williams School of Commerce, Economics, and Politics
Washington and Lee University
Lexington, VA 24450
Email: prattr@wlu.edu

EDUCATION

Doctor of Philosophy, Business Administration (August 2009)
Major: Management Information Systems
Support Area: Organizational Behavior
Florida State University, Tallahassee, Florida

Master of Science in Management Information Systems (May 2002)
Major: Management Information Systems
Weatherhead School of Management
Case Western Reserve University, Cleveland, Ohio

Bachelor of Science (May 1998)
Major: Mathematics
Minor: Education
University of Florida, Gainesville, Florida

DISSERTATION

Title: Understanding Post-Adoption Diffusion Behaviors: The Role of Technology-Related Psychological Contract Breach and Tripartite Attitude

Committee:　　Joey F. George (chair)
　　　　　　　Ashley A. Bush
　　　　　　　David B. Paradice
　　　　　　　Pamela L. Perrewé (outside member)

Dissertation Defended: May 20, 2009
Proposal Defended: May 31, 2007

RESEARCH

RESEARCH INTERESTS
　　　　Diffusion of IT in the Healthcare Domain
　　　　Post-Adoption Diffusion Behaviors
　　　　Psychological Contract
　　　　Personality Traits

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RESEARCH

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FULBRIGHT GRANT SCHOLAR 2012-2013
Evaluating Post-Adoption Behaviors and Success of Clinical Enterprise Systems in German Hospitals: An investigation of the successes in Germany's healthcare information systems model: Exploring (1) way(s) in which current models and methods is (are) used to assess post-adoption success of enterprise systems that are applicable to assessing post-adoption success of clinical enterprise systems (i.e. EHR) and (2) comparison(s) among EHR post-adoption behaviors and post-adoption behaviors associated with traditional enterprise systems in non-healthcare settings.

COMPETITIVE GRANTS/STIPENDS

Robert E. Lee Research Grant, Washington and Lee University 2014, "Influencing the Increased Post-Adoption Usage of Electronic Health Records Systems."

IBM Center for the Business of Government, Connecting Research to Practice, 2013-2014, "Sponsoring Open Innovation via Technology Ecosystems: Examples from the Healthcare Industry".

U.S. Fulbright Scholar 2012-2013, Council for International Exchange of Scholars, Potsdam, Germany.

Robert E. Lee Research Grant, Washington and Lee University 2012, "Examining Enterprise Systems in a Healthcare Environment."

Robert E. Lee Research Grant, Washington and Lee University 2011, "Evaluating Post-Adoption Behaviors and Success of Clinical Enterprise Systems in Virginia Hospitals."

PUBLICATIONS

Otero, E. L., Gallego, P. A., and **Pratt, R.M.E.**, (2014) "Click-and-Mortar SMEs: Attracting Customers to Your Website," Business Horizons, 56(7), p729-736.

Pratt, R. M. E. and Wynn, D. E**.,** (2014), "Modular versus Monolithic Enterprise Systems: What Can Be Learned from the Healthcare Industry?" *Executive Update, Business Technology Strategies* in *Cutter Journal*.

Wynn, D. E. and **Pratt, R. M. E.,** (2014), "The Promises and Challenges of Innovating Through Big Data and Analytics in Healthcare," *Cutter IT Journal,* 27(4).

Pratt, R.M.E. (2013) "Der Außen spiegel - Gastkommentar", Portal Wissen: Das Forschungsmagazin der Universität Potsedampresented at *Universität Potsdam, June 2013, Pötsdam, Germany,* p41.

Bradley, R. V., **Pratt, R. M. E.,** Byrd, T. A., Outlay, C. N. and Wynn, D. E. (2012), "Enterprise architecture, IT effectiveness and the mediating role of IT alignment in US hospitals," *Information Systems Journal,* 22, p97-127.

Ballenger, R. and **Pratt, R.** (2012) "A Database Design and Development Case: Home Theater Video," *Information Systems Education Journal*, 10(2), p55-64.

Bradley, R. V., Byrd, T. A., Thrasher, E., **Pratt, R. M. E.**, Pridmore, E., and Mbarika, V. WA., (2012) "An Empirical Examination of Antecedents and Consequences of IT Governance in U.S. Hospitals," *Journal of Information Technology*, 27(2), p156-177.

Bradley, R.V., **Pratt, R.M.E.,** Byrd, T.A., Simmons, L. (2011) "The Role of Enterprise Architecture in the Quest for IT Value," *MIS Quarterly Executive*, 10:2, p73-80.

UNDER REVIEW

Wynn, D. E. and **Pratt, R.M. E.**, (2014), "A Conceptual Framework For The Usage And Consequences Of Information Technology (UCIT)", under review at a peer-reviewed journal.

Pratt, R. M. E. and Smatt, Cindi T., "The Cocoa Shop: A Database Management Case," under review at peer-reviewed journal.

Wynn, D. E. and **Pratt, R.M. E.**, (2014), "Slushie World: An In-Class Access Database Tutorial," under review at peer-reviewed journal.

WORK IN PROGRESS

"Cultural Fragmentation and Strategic IT Effectiveness: The Mediating Role of IT Governance Mechanisms and Strategic Alignment," Randy V. Bradley, Renée M. E. Pratt , Rachida Parks, and Terry A. Byrd (Target Journal: *Information Systems Research*)…85% complete

"Exploring the Relationships between Corporate Entrepreneurship and Strategic Flexibility," Renée M. E. Pratt, Randy V. Bradley, and Terry A. Byrd (Target Journal: *Information Systems Research*)…60% complete

"Communicating with Text: The Impact of Identity and Learning in an Online Community," Renée M. E. Pratt, Cindi T. Smatt, and Randy V. Bradley (Target Journal: *International Journal of Social and Organizational Dynamics in IT*)…75% complete

"Psychological Contract Expectations and Identification among Information Systems Personnel: An Exploratory Investigation," Christina N. Outlay, Renée M. E. Pratt, and Randy V. Bradley (Target Journal: *Academy of Management*)…85% complete

WORKING PAPERS

"Four Ethical Challenges for the Electronic Healthcare Age," Renée M. E. Pratt and Donald E. Wynn.

"Usage-Benefits Framework in the Healthcare Industry," Donald E. Wynn, Randy

V. Bradley, and Renee M. E. Pratt

"Entrepreneurial Cultural Inconsistencies, IT Governance and Alignment," Renée M. E. Pratt, Randy V. Bradley, and Donald E. Wynn.

"Post-Adoption Diffusion Behaviors: The Role of Technology-Related Psychological Contract Breach and Tripartite Attitude,**"** Renée M. E. Pratt.

"Enterprise Systems: One Monolithic System or Multiple Modules?" Renée M. E. Pratt.

 "Organizational change, Psychological Contract Violation and Work Outcomes – Redefining the Ties that Bind," Christina N. Outlay and Renée M. E. Pratt

CONFERENCE PROCEEDINGS AND PRESENTATIONS

Pratt, R. M.E. and Smatt, Cindi T. (2014), "The Cocoa Shop: A Database Management Case," *in Proceedings of the Information Systems Educators Conference (ISECON), November, Baltimore, M.D.*

Wynn, D. E. and **Pratt, R.M. E.**, (2014), "Slushie World: An In-Class Access Database Tutorial," *in Proceedings of the Information Systems Educators Conference (ISECON), November, Baltimore, M.D.*

Bradley, R. V., **Pratt, R.M. E.**, and Postin, Robin, (2014), "Job Placement Search Panel," *presented at the Americas Conference of Information Systems (AMCIS), August, Savannah, Georgia.*

Wynn, D. E. and **Pratt, R.M. E.**, (2014), "A Conceptual Framework of Information Systems Usage and Consequences in Organizations," *in Proceedings of the 74th Annual Academy of Management (AOM) Meeting, August, Philadelphia, PA.*

Pratt, R. M.E. and Smatt, Cindi T. (2014), "E-commerce Development: A Case Study Exploring Web Design and Development," presented at the *International Academy of Business Disciplines (IABD), April, San Diego, California.*

Smatt, Cindi T., **Pratt, R. M.E.**, and Fadil, Paul A. (2014), "Problems, what problems? An Examination of the Interactive Relationship of Technology Difficulties and Political Efficacy on Job Satisfaction," presented at the *International Academy of Business Disciplines (IABD), April, San Diego, California.*

Pratt, R.M.E. (2014) "Symposium: Defining the Future of ERP Systems," Panelist at the *Proceedings of the Hawaiian International Conference on System Sciences (HICSS) Meeting, January, Hawai'i Island, Hawaii.* Panel with Gronau, N., Brockmann, C., Bradley, R., and Themistocleous, M. http://www.hicss.hawaii.edu/hicss_47/swt/s-

[ERP.pdf](ERP.pdf)

Sultanow, E., Brockmann, C., **Pratt, R. M. E.,** and Andresen, K., (2013) "Integrate Enterprise Systems to our Hyperconnected World: Anything, Anywhere, Anytime through architectural design," *in Proceedings of the Americas Conference of Information Systems (AMCIS), August, Chicago, Illinois.*

Pratt, R. M. E. and Bradley, R. V. (2013) "In den US-Markt für Standardsofware und klinische IT einsteigen," *presentation at Universität Potsdam, Campus Griebnitzsee sponsored by Forschungsvereinigung Software e.V. (FVS)*, April 22, 2013, *Pötsdam, Germany,* p 41.

Pratt, R.M.E. (2013), "Enterprise Resource Planning (ERP) in the US Market", presented at *Universität Potsdam, Campus Griebnitzsee on March 22, 2013, Pötsdam, Germany.*

Pratt, R. M.E. and Smatt, Cindi T., (2012), "A Database Design and Development Case: The Cocoa Shop," a research-in-progress case presentation in *the North American Case Research Association (NACRA) meeting, October 2012, Boston, MA.*

Wynn, D. E., **Pratt, R. M. E.,** Bradley, R. V., (2012) "Impact of Software Ecosystems on the Implementation of Open Source-Based Electronic Health Record Software," *in Proceedings of the Americas Conference of Information Systems (AMCIS), August, Seattle, Washington.*

Bradley, R. V., **Pratt, R. M.,** Thrasher, E., Byrd, T., and Thomas, C. (2012) "An Examination of the Relationships Among IT Capability Intentions, IT Infrastructure Integration and Quality of Care: A Study in U.S. Hospitals," *in Proceedings of the Hawaiian International Conference on System Sciences (HICSS) Meeting, January, Maui, Hawaii.*

Outlay, C. N., **Pratt, R. M.,** Bradley, R. V., and Wynn, D. E. (2012) "Exploring the Relationships Among Corporate Entrepreneurship, IT Governance, and IT Risk Management," *in Proceedings of the Hawaiian International Conference on System Sciences (HICSS) Meeting, January, Maui, Hawaii.*

Pratt, R. M. E., Smatt, C. T., and Bradley, R. V., (2011), "Communicating with Text: The Impact of Identity and Learning in an Online Community," presented at the *42nd Annual Meeting of the Decision Sciences Institute (DSI), November, Boston, MA.*

Smatt, C. T. and **Pratt, R. M. E.,** (2011), "A Social Network Approach on Emotional Resources: The Effects of Political Skill and Emotional Labor on Individual Performance," presented at the *42nd Annual Meeting of the Decision Sciences Institute (DSI), November, Boston, MA.*

Bradley, R. V., **Pratt, R. M. E.**, Thrasher, E. H., and Thomas, C. A. (2011) "IT

Infrastructure Integration Intentions and IT Infrastructure Integration in U.S. Hospitals: A Theoretical Framework and Empirical Investigation," presented at the *42nd Annual Meeting of the Decision Sciences Institute (DSI), November, Boston, MA.*

Ballenger, R. and **Pratt, R.** (2011) "A Database Design and Development Case: Home Theater Video," Presented at the *Information Systems Educators Conference (ISECON), November, Wilmington, NC.*

Ballenger, R. and **Pratt, R. M. E.** (2011) "A Database Design and Development Case: Home Theater Video," Presented at the *MBAA International Conference, March, Chicago, Illinois.*

Bradley, R. V. and **Pratt, R. M.** (2011) "Exploring the Relationships Among Corporate Entrepreneurship, IT Governance, and IT Risk Management," *in Proceedings of the Hawaiian International Conference on System Sciences (HICSS) Meeting, January, Kauai, Hawaii.*

Pratt, R. M. (2010) "Missing in Action Black Professors, Cultural Centers, and Cultural Courses," Panelist at the *Black Student Leadership Conference – Powerful Beyond Measure: Student Leaders Leaving a Legacy,* at Washington and Lee University in Lexington, VA., January 28-30. Panel with Conner, M., Davis, I., and Seymore, S.

Outlay, C.N., **Pratt, R. M.,** and Bradley, R.V. (2009) "The Influence of Psychological Contracts, Team Identification, and Organizational Identification on Workplace Attitudes of IS Employees," Presented at the *40th Annual Meeting of the Decision Sciences Institute (DSI), November, New Orleans, LA.*

Pratt, R. M. (2009) "On the Job: Succeeding as a Jr. Faculty Member," Panelist at the *Ph.D. Project Information Systems Doctoral Students Association Meeting*, San Francisco, CA. Panel with Bradley, R., Warren, J., Wynn, D., and Featherman, M.

Pratt, R. M. and Chudoba, K. M. (2006) "Extraversion, The Predictor of System Adoption? The Effect of Personality Traits on Acceptance," *in Proceedings of the Academy of Management (AOM) Meeting, August, Atlanta, GA.*

Pratt, R. M. (2005) *"*Class Participation in Online Learning Environments - The Role of the Psychological Contract in Determining Use of CMC," *in Proceedings of the Americas Conference of Information Systems (AMCIS), August, Omaha, Nebraska, 10.*

Smatt, C., **Pratt, R.**, and Hochwarter, W. (2005) "Problems? Technology Difficulties and Political Efficacy on Satisfaction," *in Proceedings of the Americas Conference of Information Systems (AMCIS), August, Omaha, Nebraska.*

Pratt, R. M. (2005) **"**The Effect of Personality Traits on System Incorporation," *in Proceedings of the Academy of Management (AOM) Meeting, August, Honolulu, 20.*

Pratt, R. M., Smatt, C. T., Furner, C. and Keane, B. (2005) **"**A Review of Epistemology and Subject Areas in MIS Research," *in Proceedings of the Southern Association of Information Systems (SAIS), February, Savannah, GA, 282-288.* (Best Student Paper First- Runner Up).

Pratt, R. M. (2004) **"**The Effect of Personality Traits on System Acceptance," *in Proceedings of the Academy of Management (AOM) Meeting, August, New Orleans, 282-288.*

Brouer, R., **Pratt, R. M**., Royle, T., Smatt, C. T., Stoner, J. and Zinko, R. (2004) "The Interactive Effects of LMX, Voice, and Positive Affect on Job Satisfaction and Job Performance in a Post-Layoff Setting," *in Proceedings of the Southern Management Association (SMA), November, San Antonio, TX.*

TEACHING INTERESTS

Management Information Systems
Web Design and Development
Decision Support Systems
Computer Forensics

COURSES TAUGHT

Washington and Lee University
Introduction to Management Information Systems (using Access), BUS 310
Ecommerce (using Dreamweaver, Fireworks, and Cold Fusion), BUS 325
Computer Forensics (using FTK), BUS 306
Healthcare Information Technology, BUS 311

Florida State University
Decision Support Systems (using Oracle), ISM 4117
Introduction to Management Information Systems(using MS Office), ISM 3011
Foundations of Management Information Systems (using Access), ISM 3003

Keiser University
Introductions to Computers, CGS 1000
Introduction to Computer Forensics, CGS 3135

PROGRAMMING SKILLS /WEB TOOL
Programming – ASP, Cold Fusion, and PHP
Adobe Design Products – Dreamweaver, Fireworks, Flash
Databases – MS Access, MySQL, and SQL
Security – Forensic Tool Kit (FTK)

ACADEMIC WORK EXPERIENCE

Assistant Professor (2010 – present)
Department of Business Administration, Williams School of Commerce, Economics, and Politics
Washington and Lee University, Lexington, Virginia
Full responsibility for classes.
- Management Information Systems (Fall and Winter Terms)
- Ecommerce (Winter Terms)
- Computer Forensics (Spring Terms)
- Health Information Systems (Spring Term)

Visiting Assistant Professor (2008 – 2010)
Department of Business Administration, Williams School of Commerce, Economics, and Politics
Washington and Lee University, Lexington, Virginia
Full responsibility for classes.
- Management Information Systems (Fall 2008, Winter 2009, Fall 2009, Winter 2010)
- Ecommerce (Winter 2009, Winter 2010)
- Computer Forensics (Spring 2009, Spring 2010)

Instructor (2004 - 2008)
Department of Management Information Systems, College of Business
Florida State University, Tallahassee, Florida
Full responsibility for classes.
- Foundations of Management Information Systems (Fall 2006, Spring 2007, Summer 2007, Fall 2007, Spring 2008)
- Introduction to Management Information Systems (Fall 2005, Spring 2006)
- Decision Support Systems (Summer 2004, Summer 2005, Summer 2008)

Keiser College (2003 – 2005)
General Education Department, Tallahassee, Florida
Teach Introduction to Computers and Introduction to Computer Forensics course to vocational and degree seeking students

Research Assistant (2004-2005)
Department of Management Information Systems College of Business
Florida State University, Tallahassee, Florida
Collected and analyzed research data under the supervision of professor in the MIS department.

Teaching Assistant (2003-2004)
Department of Management Information Systems, College of Business
Florida State University, Tallahassee, Florida
Assisted with the Decision Support Systems course and the Social and Organizational Issues in Management Information Systems course. Duties included grading, course lecture development, overseeing the Oracle Lab and class coverage during professor/instructor absence.

Graduate Assistant (2001-2002)
Department of Management Information Systems, Weatherhead School of Business
Case Western Reserve University, Cleveland, Ohio
Development and redesign of the department website and Masters Student Representative at formal events.

Teaching Assistant (1997-1998)
Department of Mathematics, College of Liberal Arts and Sciences
University of Florida, Gainesville, Florida
Duties included grading and proctoring for exams.

Summer Science Institute (1995-1997)
Assistant Instructor
Teaching mathematics and science to 9th, 10th and 12th graders

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INDUSTRY WORK EXPERIENCE

Tallahassee Community College (2003)
SkillNET Division – Web Designer
Design and development of online educational training systems

State of Florida, Department of Children and Families (2002-2003)
Office Automation Officer III
Designed and developed web-enabled database applications for collecting, processing, and reporting contract data; design and develop online educational training systems, and training development for employees

The Automation Group Inc. (2002)
Senior Project Consultant
Developed web/database applications to organize law firms specialized in waste (asbestos, pollution, etc.), project management of e-business solutions, and change management leader for restructuring the organization

JustRenee (2000-2007)
Co-owner and Web Designer/Developer

Interland, **Inc.** (1999-2000)
Intranet Developer/ ASP Programmer/ Information Officer
Created ASP forms and applications, representative for Board of Directors for handling high-level clients, developed and provided training on the Intranet

Miami-Dade Building Code Compliance (1998-1999)
Office Support Specialist 3
Administration and management of help desk and maintenance of department website and hardware/software inventory

<center>**LEADERSHIP AND SERVICE ACTIVITIES**</center>

LEADERSHIP / COMMITTEES
Fulbright Association
President-Elect, Fulbright Chapter Central Virginia Alumni Chapter (2014)
Board Member on the Fulbright Chapter Central Virginia Alumni Chapter (2012-2013)

The Association of Information Systems
Task Force Committee Member, Women in IS (2014)

Washington and Lee University
Faculty Executive Committee (FEC, 2013-2015)
University Committee on Inclusiveness and Campus Climate (UCICC, 2011-2014)
Advisor of Student Association for Black Unity (SABU, 2013-2014)
Co-Advisor of Student Association for Black Unity (SABU, 2010-2013)
Co-Advisor of Caribbean Society (2008-2011)
Co-Advisor of The Ladies Club (2008-2010)

Americas Conference of Information Systems
Co-Track Chair: Enterprise Systems (2011-2014)
Session Chair at DSI Annual Meeting: *Social Networks* (2011)
Co-Track Chair: *Human Differences in Adoption, Use, and Participation with Technology* (2010)
Co-Track Chair: *Emerging Issues in Information Systems Research* (2009)
Session Chair: *Factors that Influence IT Adoption & Diffusion* (2007)

Conference of Information Resources Management (Conf-IRM 2010)
Co-Track Chair: *Social Implications of ICTs on People, Organizations, and Society* (2010)

The PhD Project Information Systems Doctoral Student Association (ISDSA)
Faculty Advisor (2011-2014)
Member of The PhD Project Taskforce for Social Networking (2008-2009)
Past President (2008-2009)
President (2007-2008)
Vice President (2006-2007)
Secretary (2005-2006)
Panelist, *"On the job, Succeeding as a Junior Faculty Member"*, PhD Project
        ISDSA Conference (2009)
Panelist, MIS Breakout Session, PhD Project National Conference (2005)
Panelist, PhD Lifecycle Session, PhD Project ISDSA Conference (2004, 2008)

Florida State University
>PhD Student Recruiter at KPMG PhD Project Conference (2004-2006)

VOLUNTEER
>International Conference on Information Systems (2003-2006)
>Florida State University Women in IT Symposium (2004-2008)

REVIEWER
>European Journal of Information Systems (2012, 2013)
>AIS Transactions on Enterprise Systems (2011-2013)
>Decision Sciences Institute (2011)
>International Conference on Information Systems (2004-2005, 2007, 2009)
>Americas Conference on Information Systems (2004-2006, 2009-2011)
>Academy of Management Conference (2003-2006, 2009, 2010)
>Book Review (2003): Courtney, Jr., J.F., Haynes. J. and Paradice, D.B. (eds.) *Inquiring Organizations: Moving from Knowledge Management to Wisdom*, in press.

HONORS, AWARDS, AND ASSISTANTSHIPS

HONORS/AWARDS
>U.S. Fulbright Scholar 2012-2013
>ICIS Junior Faculty Consortium (2009)
>OCIS Doctoral Consortium, Academy of Management (2006)
>Best Paper First Runner-Up Award, Southern Association of Information Systems (SAIS) Conference (2004)

ASSISTANTSHIPS
>Research Lenfest Grant (2011, 2012)
>Leslie N. Wilson Assistantship, Florida State University (2006-2008)
>Graduate Assistantship, Case Western Reserve University (2001-2002)
>University Fellowship, University of Florida (1994-1998)

PROFESSIONAL AFFILIATIONS

Central Virginia Fulbright Alumni Association
Association for Information Systems, DIGIT and EntSys
Academy of Management, OCIS, TIM
The PhD Project Information Systems Doctoral Association (ISDSA)
Gamma Sigma Sigma (GSS) National Service Sorority