

ALEXANDER (ALEC) S. DENNIS

Ivy School of Business • Iowa State University

asdennis@iastate.edu • (812) 929-2956
3325 Gerding Business Bldg, 1200, 2167 Union Dr, Ames, IA 50011

ACADEMIC APPOINTMENT

Iowa State University **Ames, IA**
Assistant Professor of Information Systems and Business Analytics 2022- Present

EDUCATION

University of Maryland, Robert H. Smith School of Business **College Park, MD**
Ph.D. in Organizational Behavior and Human Resources Management August 2022
Minor: Research Methodology and Statistics

Dissertation: Putting the 'I' in Creativity Assessments: The Impact of Identities on Creativity Assessments and Willingness to Implement Ideas

Committee: Kathryn Bartol (Chair), Jennifer Marr (Co-Chair), Vijaya Venkataramani, Rellie Derfler-Rozin, Edward Lemay

Indiana University, Bloomington **Bloomington, IN**
B.A. in Behavioral Economics and Political Science, *magna cum laude* May 2015
Minor: Mathematics, Management

RESEARCH INTERESTS

- Virtual Teams
- Social Media
- Gaming
- Identity and Identity Restructuring

RELEVANT PEER-REVIEWED PUBLICATIONS

Huang, T., Liao, G., **Dennis, A.S.**, Dennis, A.R., and Teng, C. (Forthcoming) Social Norm Awareness and Norm Compliance in Online Games *MIS Quarterly*

Teng, C., Dennis, A.R., & **Dennis, A.S.** (2023) Avatar-Mediated Communication and Social Identification in Virtual Environments. *Journal of Management Information Systems*. 40(4), 1171-1201.

Dennis, A.S., Barlow, J. & Dennis, A.R. (2022) The Power of Introverts: Personality and Intelligence in Virtual Teams. *Journal of Management Information Systems*.

Dennis, A.S., Moravec, P.L., Kim, A. & Dennis, A.R. (2021). Assessment of the Effectiveness

of Identity-Based Public Health Announcements in Increasing the Likelihood of Complying With COVID-19 Guidelines: Randomized Controlled Cross-sectional Web-Based Study. *JMIR Public Health and Surveillance*, 7(4), p.e25762.

RESEARCH IN PROGRESS

Teng, C., Huang, T., **Dennis, A.S.**, Dennis, A.R., and Liao, G. [Paper on the effects of game affordances by genre]
*1st round R&R at JMIS

Dennis, A.S., Wang, Y., Zhang, W., and Zhang, J [Project on group identities and language usage in online forums]
* Reject and Resubmit at MISQ

Ma, V., **Dennis, A.S.**, Dennis, A.R., and Huang, W. Spreading Fake News: Labeling Social Media News Stories as Recommended by AI Increases User Engagement with Fake News
* Under review at MISQ

Ma, V., **Dennis, A.S.**, and Moravec, T. [Project on AI fake news flagging]
*Under review at MISQ

Dennis, A.S., Yuan, L. & Wu, W. [Paper on remote work]
*Preparing for submission to ISR

Teng, C., Huang, T., **Dennis, A.S.**, [Paper on game immersion]
*Data Analysis

Dennis, A.S., Teng, C., Huang, T., [Paper on same-group gameplay]
*Data Analysis

Cao, R., Wu, W., **Dennis, A.S.** [Paper on remote work]
*Data collection

Toth, J. and **Dennis, A.S.** [Paper on microtransactions]
*Preliminary data collection

Dennis, A.S., Zhang, W., and Wang, Y., [Paper on community dynamics in online forums]
* Design phase

Yuan, L., **Dennis, A.S.**, & Kim, A. [Paper on AI]
*Design phase

TEACHING EXPERIENCE

Ivy College of Business, Iowa State University

Instructor, Information Systems Analysis

• Spring 2024 Undergraduate core IS course

Fall 2022-Current

Overall Instructor Rating : 4.7/5.00

- Spring 2024 Undergraduate core IS course Overall Instructor Rating : 4.7/5.00
- Fall 2023 Undergraduate core IS course Overall Instructor Rating : 4.8/5.00
- Spring 2022 Undergraduate core IS course Overall Instructor Rating : 4.8/5.00
- Fall 2022 Undergraduate core IS course Overall Instructor Rating : 4.9/5.00
- Fall 2022 Undergraduate core IS course Overall Instructor Rating : 5.0/5.00

Robert H. Smith School of Business, University of Maryland

Instructor, Managing People & Organizations

- Spring 2021 Undergraduate Management course Instructor Items Rating: 3.6/4.00
- Spring 202 Undergraduate Management course Instructor Items Rating: 3.8/4.00

ADDITIONAL PEER-REVIEWED PUBLICATIONS

P.H. Chu, **A.S. Dennis**, C.B. Fu, H. Gai, R. Katidwada, G. Laskaris, K. Li, E. Smith, W.M. Snow, H. Yan, and W. Zheng, 2014, “Searches for possible T-odd and P-odd short range interactions using polarized nuclei,” *The European Physical Journal Conferences* 66. DOI: [10.1051/epjconf/20146605003](https://doi.org/10.1051/epjconf/20146605003)

P.H. Chu, **A.S. Dennis**, C.B. Fu, H. Gai, R. Katidwada, G. Laskaris, K. Li, E. Smith, W.M. Snow, H. Yan, and W. Zheng, 2013, “Laboratory Search for Spin-dependent Short-range Force from Axion-Like-Particles using Optically Polarized ³He gas” *Physical Review D*, 87:011105. DOI: [10.1103/PhysRevD.87.011105](https://doi.org/10.1103/PhysRevD.87.011105)

CONFERENCE AND INVITED PRESENTATIONS

Avatar-Mediated Communication and Social Identification: Southern University of Science and Technology (11/20/2022)

Dennis, A.S., Marr, J.C. & Bartol, K.M. (August, 2019). Changing You: A Theoretical Model of Identity Challenges and Identity Restructuring. Academy of Management Conference, Boston, MA.
 *Academy of Management Proceedings (Vol. 2019, No. 1, p. 17213). Briarcliff Manor, NY 10510: Academy of Management.

SERVICE

- Course Lead for MIS 3010** Fall 2024-Current
- Social Committee Chair** Fall 2024-Current
- Undergraduate Scholarship Committee** Spring 2024-Current
- Hiring Committee – Assistant Professor** Fall 2023
- Hiring Committee – Term Faculty** Fall 2023
- Undergraduate Recruiting Liaison** Fall 2023-Summer 2024

- Represented department at numerous recruiting events
- Spoke to community college advisors as part of “Transfer Tuesday”
- Presented at Ivy’s Admitted Student Day

Reviewer

- ISR, Technology and Society, AOM, HICSS, PACSIS

Graduate Student Government, University of Maryland

Member, Budget and Finance Committee

August 2018 – May 2021

Representative

August 2018 – May 2021

PROFESSIONAL EXPERIENCE

Bain and Company

Chicago, IL

Associate Consultant

October 2015 – July 2017

- Developed financial model for a multi-billion dollar company to allow them to review their lines of business and the role of each in their portfolio
- Analyzed forecasts and developed models to provide insight into how to best allocate over \$4 billion in capital investment for a utility
- Presented findings from my analyses to senior clients

Adaptive Behavior and Cognition Lab, Indiana University

Bloomington, IN

Research Assistant

December 2013 – May 2015

- Designed and executed original research on the effects of priming on creativity
- Created and implemented experimental design for research into cognitive processes behind calorie estimation

Center for the Exploration of Energy and Matter, Indiana University

Bloomington, IN

Research Assistant

August 2011 – December 2012

- Assisted in experiment design for research on the potential for a fifth fundamental force in physics

Wisdom Tools Inc.

Bloomington, IN

Assistant Project Manager

May 2010 – August 2013

- Consulted on game structure and flow to better engage secondary school students
- Assisted in writing grant requests for funding of educational games and associated research
- Performed statistical data analysis on the educational impact of video games on students

ACADEMIC HONORS AND AWARDS

Information Systems and Business Analytics: Assistant Professor in Teaching Award 2024

Nominated for Ivy College of Business: Assistant Professor in Teaching Award 2024

Academy of Management Organizational Behavior Doctoral Student Consortium 2021

Outstanding Representative 2018–2019, 2019–2020, 2020–2021
Budget & Finance Committee, Graduate Student Government, University of Maryland

Outstanding Graduate Student Assembly Member 2019–2020
Graduate Student Government, University of Maryland

General Honors Notation, Hutton Honors College, Indiana University 2015

Cox Research Scholarship, Indiana University 2011–2015
Competitive scholarship which enables students to perform research with faculty