YUQING (CHING) REN

Carlson School of Management
University of Minnesota
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EMPLOYMENT

2007 – Assistant Professor of Information and Decision Sciences
Department of IDS, Carlson School of Management, University of Minnesota

EDUCATION

Ph.D., 2004, Organization Science, Carnegie Mellon University, Pittsburgh PA
M.S., 2001, Organization Science, Carnegie Mellon University, Pittsburgh PA
M.E., 1998, Systems Engineering, Xi'an Jiaotong University, Shanxi, China
B.E., 1995, Electronic Engineering, Xi'an Jiaotong University, Shanxi, China

JOURNAL PUBLICATIONS

Ren, Y., K. M. Carley, L. Argote. 2006. The contingency effects of transactive memory: When is it more beneficial to know what others know? ***Management Science***, 52(5), 671-682.

Boh, W. F., Y. Ren, S. Kiesler, R. Bussjaeger. 2007. Expertise and collaboration in the geographically dispersed organization. ***Organization Science***, 18(4), 595-612.

Ren, Y., R. E. Kraut, S. Kiesler. 2007. Applying common identity and bond theory to design of online communities. ***Organization Studies***, 28(3), 377-408.

Ren, Y., S. Kiesler, S. Fussell. 2008. Multiple Group coordination in complex and dynamic task environments: Interruptions, coping mechanisms, and technology recommendations. ***Journal of Management Information Systems***, 25(1), 105-130.

Ren, Y., L. Argote. 2011. Transactive memory systems 1985-2010: An integrative framework of key dimensions, antecedents, and consequences. ***The Academy of Management Annals***, 5(1), 189-229.

Ren, Y., F. M. Harper, S. Drenner, L. Terveen, S. Kiesler, J. Riedl, R. E. Kraut. forthcoming. Building member attachment in online communities: Applying theories of group identity and interpersonal bonds. ***Management Information Systems Quarterly***.

Argote, L. Y. Ren. forthcoming. Transactive memory systems: Micro foundations of dynamic capabilities. ***Journal of Management Studies***.

Wang, X., B. Butler, Y. Ren. 2011. The impact of membership overlap on the growth: An ecological competition view of online groups. Conditional acceptance at ***Organization Science***.

PUBLICATIONS UNDER REVIEW

Ren, Y., R. E. Kraut. 2011. Agent-based modeling to inform online community theory and design: Impact of discussion moderation on member commitment and contribution. Third round revise and resubmit at ***Information Systems Research***.

Ren, Y., J. Chen, J. Riedl. 2011. The impact and evolution of group diversity on online

collaboration. Revise and resubmit at ***Management Science***.

Ren, Y., A. Gupta. 2010. Crack of dawn of e-lance economy: Challenges in organizing and motivating the crowd in online collaboration. To be submitted to ***Information Systems Research***.

BOOK CHAPTERS

Ren, Y., R. E. Kraut, S. Kiesler. Encouraging commitment to online communities. Forthcoming. In R. E. Kraut and P. Resnick, eds. *Designing from Theory: Using the Social Sciences as the Basis for Building Online Communities. MIS Press*: Boston, MA.

Kiesler, S., W. F. Boh, Y. Ren, S. Weisband. 2008. Virtual teams: High tech rhetoric and low tech experience. In K. Kraemer, M. Elliott, eds. *Computerization Movements and Technology Diffusion: From Mainframe to Ubiquitous Computing. Information Today* Medford, NJ, 263-287.

Ren, Y. 2001. Simulating the role of transactive memory in group performance. In M. Crossan, F. Olivera, eds. *Organizational Learning and Knowledge Management: New Directions*, Richard Ivey School of Business, London, Canada.

CONFERENCE PUBLICATIONS

Wang, S., J. Chen, Y. Ren, J. Riedl. 2012. Searching for the Goldilocks zone: Trade-offs in managing online volunteer groups. *ACM Conference on Computer Supported Cooperative Work*, Seattle, Washington.

Musicant, D. R., Y. Ren, J. A. Johnson, J. Riedl. 2011. Mentoring in Wikipedia: A clash of cultures. *International Symposium on Wikis and Open Collaboration*, Mountain View, California.

Chen, J., Y. Ren, J. Riedl. 2010. The effects of diversity on group productivity and member withdrawal in online volunteer groups. *ACM Conference on Human Factor in Computing Systems*, Atlanta, Georgia. (22% acceptance rate)

Ren, Y., R. E. Kraut. 2007. An agent-based model to understand trade-offs in online community. *International Conference on Information Systems*, Montreal, Canada. (12% acceptance rate)

Weisz, J., S. Kiesler, H. Zhang, Y. Ren, R. E. Kraut, J. Konstan. 2007. Watching together: Integrating conversations with video. *ACM Conference on Human Factor in Computing Systems*. (15-20% acceptance rate)

Harper, F. M., D. Frankowski, S. Drenner, Y. Ren, S. Kiesler, L. Terveen, R. E. Kraut, J. Riedl. 2007. Talk amongst yourselves: Inviting users to participate in online conversations. *International Conference on Intelligent User Interfaces*. (20% acceptance rate)

Ren, Y., S. Kiesler, S. Fussell, P. Scupelli. 2007. Trajectories in multiple group coordination: A field study of hospital operating suites. *Hawaii International Conference on System Sciences*. (40% acceptance rate)

Ren, Y., R. E. Kraut, S. Kiesler. 2006. Identity and bond theories to understand design decisions for online communities. *Academy of Management Best Paper Proceedings*, Atlanta, GA. (10% acceptance rate)

Boh, W. F., Y. Ren, S. Kiesler. 2002. Managing expertise in a distributed environment. *International Conference on Information Systems*, Barcelona, Spain. (16% acceptance rate)

Carley, K. M., Y. Ren. 2001. Tradeoffs between performance and adaptability for C3I architectures. *Command and Control Research and Technology Symposium*, Annapolis, MA.

Carley, K. M., Y. Ren, D. Krackhardt. 2000. Measuring and modeling change in C3I architectures. *Command and Control Research and Technology Symposium on*, Monterray, CA.

CONFERENCE PRESENTATIONS

Wang, S., J. Chen, Y. Ren, J. Riedl. 2011. Searching for the Goldilocks zone: Trade-offs in managing online volunteer groups. Presented at the 6th INGRoup Conference, Minneapolis, MN.

Ren. Y., Wang, S. 2010. Task and incentive designs in online marketplaces for work. Presented at the *Academy of Management Annual Meeting*, Montreal, Canada.

Ren, Y., Chen, J. Riedl, J. 2010. The impact of diversity on harnessing the wisdom of crowds in online collaboration. Presented at *Academy of Management Annual Meeting*, Montreal, Canada.

Chen, J., Y. Ren, J. Riedl. 2010. The effects of diversity on group productivity and member withdrawal in online volunteer groups. Presented at the *ACM Conference on Human Factor in Computing Systems*, Atlanta, Georgia.

Ren, Y.2010. A field study of exploitation and exploration in the project-based organization. Presented at the *Academy of Management Annual Meeting*, Chicago, IL.

Ren, Y., R. E. Kraut. Simulating newcomer socialization in online communities. Presented at the *Social Media Technology Workshop* at *CHI* 2009, Boston, MA.

Ren, Y. 2008. Increasing commitment to online communities: Designing from theory. Presented at the *New Media Research @ UMN Conference*, Minneapolis, MN.

Ren, Y. 2008. Increasing commitment to online communities: Designing from theory. Presented at the *Big Ten Information Systems Research Symposium*, Notre Dame, IN.

Ren, Y., R. E. Kraut. 2007. An agent-based model to understand trade-offs in online community. Presented at the *28th International Conference on Information Systems*, Montreal, Canada.

Ren, Y. 2007. Project decisions and member selection strategies: Revisiting the exploration and exploitation argument. Presented at the *Organizational Learning and Knowledge Management Conference*, London, Ontario, Canada.

Ren, Y. R. E. Kraut, S. Kiesler. 2006. Identity and bond theories to understand design decisions for online communities. Presented at *AOM* Annual Meeting, Atlanta, GA.

Ren, Y., R. E. Kraut. 2006. Building sustainable online communities: Insights from social science and organization theories. Presented at *AOM* Annual Meeting, Atlanta, GA.

Ren, Y., R. E. Kraut. 2006. Modeling member motivation and participation in online communities. Presented at the *First ING*Roup *Conference*, Pittsburgh, PA.

Kiesler, S., W. F. Boh, Y. Ren, S. Weisband. 2005. Virtual teams as talk and action. Presented at the *Workshop on Social Informatics: Extending the Contributions of Professor Rob Kling to the Analysis of Computerization Movements*, Irvine, CA.

Ren, Y., K. M. Carley, L. Argote. 2004. The Contingency effects of transactive memory: When is it helpful to know what others know? Presented at *AOM* Annual Meeting, New Orleans, LA.

Ren, Y. 2004. How does transactive memory help group performance? Presented at the *North American Association for Computational Social and Organization Science Conference (NAACSOS)*, Pittsburgh, PA.

Ren, Y. 2004. Why and when does transactive memory matter: Opening the black box. Presented at the *10th Organization Science Winter Conference*, Steamboat Springs, CO.

Ren, Y., K. M. Carley, L. Argote. 2003. Exploring the contingency effects of transactive memory. Presented at the *AOM* Annual Meeting, Seattle, WA.

Boh, W. F., Y. Ren, S. Kiesler. 2002. Managing expertise in a distributed environment. Presented at the *23rd International Conference on Information Systems*, Barcelona, Spain.

Ren, Y. 2001. Simulating the role of transactive memory in group performance. Presented at the *4th Organizational Learning and Knowledge Management Conference*, London, Canada.

Ren, Y. 2000. A computer simulation model of transactive memory systems. Presented at the *Computational Social and Organizational Science Conference*, Pittsburgh, PA.

WORK IN PROGRESS

Ren, Y., S. Wang. The significance of task significance in online marketplaces for work.

Ren, Y. A field study of exploitation and exploration in the project-based service organization.

Ren, Y., J. Zhang. Simulating the development and multi-dimensionality of transactive memory systems.

COURSES TAUGHT

Information Systems for Business Processes and Management, U of Minnesota, Fall 2010
IDSC 3001 Section 002, enrollment of 903, course rating 5.5 out of 6
IDSC 3001 Section 003, enrollment of 110, course rating 5.4 out of 6
IDSC 3001 Honors Section, enrollment of 32, course rating 5.8 out of 6

Information Systems for Business Processes and Management, U of Minnesota, Fall 2009
IDSC 3001 Section 002, enrollment of 95, course rating 5.0 out of 6
IDSC 3001 Section 003, enrollment of 109, course rating 5.2 out of 6
IDSC 3001 Honors Section, enrollment of 36, course rating 5.4 out of 6

Information Systems for Business Processes and Management, U of Minnesota, Fall 2008
IDSC 3001 Section 002, enrollment of 84, course rating 5.4 out of 6
IDSC 3001 Section 003, enrollment of 117, course rating 5.0 out of 6

Information Systems for Business Processes and Management, U of Minnesota, Spring 2008
IDSC 3001 Section 003, enrollment of 49, course rating 5.5 out of 6
IDSC 3001 Section 004, enrollment of 46, course rating 5.6 out of 6

The Business of Blogs, Wikis, and Online Social Networks (MBA), U of Minnesota, 2010
IDSC 6490 Section 062, enrollment of 31, course rating 5.7 out of 6

The Business of Blogs, Wikis, and Online Social Networks (MBA), U of Minnesota, 2009
IDSC 6490 Section 062, enrollment of 15, course rating 5.8 out of 6

The Business of Blogs, Wikis, and Online Social Networks, U of Minnesota, 2009
IDSC 4490 Section 001, enrollment of 15, course rating 5.6 out of 6

The Business of Blogs, Wikis, and Online Social Networks, U of Minnesota, 2008
IDSC 4490 Section 003, enrollment of 15, course rating 5.4 out of 6

Organizations, Carnegie Mellon University, 2003 (4.37 out of 5.0 with 79 students enrolled)

COURSES TAED AND GUEST LECTURED

Guest lecturer, *Organizational Behavior* (undergraduate), CMU, 2003
Guest lecturer, *Applied Research Methods* (graduate), CMU, 2002
Guest lecturer, *CASOS Summer Workshop* (graduate), CMU, 2000

Teaching Assistant, *Empirical Research Methods* (undergraduate), CMU, 2001
Teaching Assistant, *Computers in Organizations* (undergraduate), CMU, 1999
Teaching Assistant, *Social Issues in Computing* (undergraduate), CMU, 1998
Teaching Assistant, *Management Information System* (undergraduate), XJTU, 1997

Ph.D. STUDENTS (COMMITTEE MEMBER)

Jing Zhu, Assistant Professor at Hong Kong University of Science and Technology
YoungOk Kwon, Postdoctoral Fellow at Singapore Management University

INVITED TALKS

University of Pittsburgh, Katz School of Business, October 2010
Carnegie Mellon University, Tepper School of Business, September 2010
Boston College Web 2.0 Social Technologies Workshop, May 2010
Georgia State University, Robinson College of Business, April 2010
University of Minnesota, Carlson School of Business, September 2009
Big Ten Information Systems Symposium, May, 2008
Michigan State University, Eli Broad College of Business, November 2007.
University of Minnesota, Carlson School of Business, February 2007
University of Maryland, Smith School of Business, February 2007
Florida State University, College of Business, February 2007
McGill University, Desautels Faculty of Management, January 2007
INFORMS Organization Science Conference within a Conference, Pittsburgh, PA 2006
Shanghai Jiaotong University, Shanghai, China. June, 2006
Xi'an Jiaotong University, Xi'an, China, June 2006
Xidian University, Xi'an, China, June 2006
University of Toronto, February, 2006
University of Delaware, May, 2005
University of Michigan, February, 2005
New Jersey Institute of Technology, February, 2005

AWARDS AND HONORS

NSF Grant on Online Volunteer Communities (IIS-0808692), $2.4 million, 2008-2013
NSF Research Experience for Undergraduate Grant, $40,000, 2009-2014
NSF Research Experience for Undergraduate Grant, $36,000, 2008-2013
3M Nontenured Faculty Grant, $45,000, 2011-2014
Carlson School of Management Dean's Small Research Grant, $6,000, 2010-2011
Information Systems Society award for outstanding service as reviewer at *ISR*, 2009 ($500 prize)
Carlson School of Management Dean's Small Grant, $6,500, 2009-2010
HICSS 2007 Best Paper Award Nominee, Big Island, Hawaii, 2007
AOM Doctoral Consortium (OCIS Division), New Orleans, LA, 2004
AOM Doctoral Consortium (OB Division), Seattle, WA, 2003
ICIS 2002 Best Research Paper, Barcelona, Spain, 2002
Nanfang Telecommunication Enterprise Fellowship, 1997

Xi'an Jiaotong University Scholarship, 1991-1995
Vice-President of the Student Assembly of Xi'an Jiaotong University, 1992-1994

PROFESSIONAL AFFILIATIONS

Academy of Management, since 2001
Association for Information Systems, since 2002
Associations of Computing Machinery, since 2004
Institute for Operations Research and the Management Sciences, since 2001

REVIEW ACTIVITIES

Editorial Review Board

Organization Science
Online Community and Group Collaboration Track, ICIS 2010
General Track, ICIS 2009
Track on Breakthrough Ideas, ICIS 2008
Track on Economics and Business Value of Information Systems, ICIS 2007
OCIS Division of Academy of Management 2009

Ad Hoc Reviewer for Journals

MIS Quarterly
Management Science
Organization Science
Decision Support Systems
Information and Organization
Information Systems Research
Administrative Science Quarterly
Journal of Strategic Information Systems
Journal of Management Information Systems
Group Processes and Intergroup Relations
IEEE Transactions on Engineering Management
IEEE Transaction on Systems, Man, and Cybernetics
Computational and Mathematical Organization Theory
OMEGA Special Issue on Knowledge Management and Organizational Learning

Ad Hoc Reviewer for Conferences

Academy of Management Annual Meeting (AOM)
International Conference on Information Systems (ICIS)
Conference on Information Systems and Technology (CIST)
Pacific Asian Conference on Information Systems (PACIS)
CHI Conference on Human Factors in Computing Systems (SIGCHI)
Computer Supported Cooperative Work Conference (CSCW)
ACM Conference on Electronic Commerce (EC08)