

Curriculum Vitae

YUQING REN
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Yuqing Ren is an Associate Professor and the Mary and Jim Lawrence Fellow at the Carlson School of Management at the University of Minnesota. She holds a Ph.D. from Carnegie Mellon University. Her research interests are human AI collaboration, social media, online groups, and mindful interaction with smartphones. Dr. Ren has published at top journals in information systems, management, and computer science. Her research has been funded by the National Science Foundation and the 3M Foundation. Her work on designing online communities won the Allen Newell Research Award. Dr. Ren won the Carlson School Teaching Award twice in 2015 and 2021 and the Carlson School Outstanding Service Award in 2023. Dr. Ren has served as a Senior Editor and Diffusion Editor at *Organization Science* (2016-2021), an Associate Editor at *MIS Quarterly* (2022) and at *Management Science* (2015-2017).

Education

Ph.D., Carnegie Mellon University, Organization Science (Advisor: Sara Kiesler)	2004
MS, Carnegie Mellon University, Organization Science	2001
M.E., Xi'an Jiaotong University, Systems Engineering	1998
B.E., Xi'an Jiaotong University, Electronic Engineering	1995

Academic Appointments

University of Minnesota, Twin Cities Campus (2025 – present)
 Professor & Mary and Jim Lawrence Fellow, Carlson School of Management

University of Minnesota, Twin Cities Campus (2016 – 2025)
 Associate Professor & Mary and Jim Lawrence Fellow, Carlson School of Management
 Affiliate Faculty, School of Journalism and Mass Communication

University of Minnesota, Twin Cities Campus (2007 – 2016)
 Assistant Professor, Carlson School of Management

Carnegie Mellon University (2005-2007)
 Postdoctoral Fellow in Human-Computer Interaction Institute

HONORS AND RECOGNITION

University of Minnesota

Carlson School Global DBA Teaching Award	2024
Carlson School of Management Outstanding Service Award	2023
Carlson School MABA Faculty of the Year Award	2023
Carlson School of Management Outstanding Teaching Award	2021
Mary and Jim Lawrence Fellowship, Carlson School of Management	2017
Carlson School of Management Faculty of the Year Nomination	2017
Carlson School of Management Outstanding Teaching Award	2015
Carlson School Faculty of the Year Nomination	2012

External Sources

<i>Organization Science Service Award</i>	2022
Best Paper Award, <i>Conference on Health IT and Analytics (CHITA)</i>	2020
Best Paper Award Nomination, <i>Academy of Management OCIS Division</i>	2017
Best Paper Award Nomination, <i>11th CSWIM Conference</i>	2017
<i>Organization Science Service Award</i>	2017
Allen Newell Research Award for work on <i>Designing Online Communities</i>	2016
Runner-up for Best Student Paper, <i>AMA Winter Marketing Educators' Conference</i>	2015
Best Reviewer Award, <i>Information Systems Research</i>	2009
Best Paper Award Nominee, <i>Hawaii International Conference on System Sciences</i>	2007
Best Research Paper Award, <i>International Conference of Information Systems</i>	2002

RESEARCH and SCHOLARSHIP

Grants from External Sources

Co-PI (PI: Robert E. Kraut)
 National Science Foundation IBSS-L #1620319
 Developing, Testing, and Designing from a Computational Theory of online communities, 2016-2019
 \$ 919,978 (individual share of \$306K)

Co-PI (PI: John Riedl and later changed to Joseph Konstan)
 National Science Foundation IIS-0808692
 Understanding Online Volunteer Communities, 2008-2013
 \$2.4 million (individual share of \$200K)

Co-PI (PI: John Riedl)
 National Science Foundation
 Research Experience for Undergraduate Grant, 2011, 2009
 \$32,723, \$31,900

Principal Investigator
 3M Foundation
 Business Use of Social Media, 2011-2014
 \$45,000

Grants from University Sources

Grant-in-Aid of Research, Artistry, and Scholarship
 Word-of-mouth on Facebook: Motivations, vibrancy, and business impact
 2013-2015, \$27,974

Carlson School Dean's Small Research Grant

- Fall 2023, \$5,200, Generative AI at the workplace: Effects on human well-being
- Fall 2022, \$3,600, Context-dependent avatar customization on worker productivity
- Spring 2018, \$9,500, Mindful use of mobile technologies
- Spring 2016, \$4,775, Motivating and managing the crowd in online labor marketplaces
- Spring 2014, \$4,608, Global vs. local: understanding cultural differences on Facebook fan pages
- Spring 2012, \$3,420, Fortune 500's Facebook fan pages: Success metrics and best practices
- Spring 2011, \$6,000, Task designs to improve performance in online marketplaces for work

- Spring 2009, \$6,500, Simulating newcomer socialization in online communities

SOBACO Micro-Grant Award

- Summer 2016, \$5,000, Corporate response to negative WOM on Facebook business pages
- Spring 2015, \$5,000, Understanding word-of-mouth and engagement on Facebook business pages
- Spring 2015, \$5,000, Understanding the interplay of motivations in online marketplaces for work

Carlson School of Management Dean’s Travel Grant

- 2017-2018, \$4,724
- 2018, \$3,900

Journal Publications

Asterisk() - indicates student author*

1. Ren, Y., and Clement, J.* 2024. “Augmenting human teams with robots in knowledge work settings: Insights from the literature.” *ACM Transactions on Human-Robot Interaction*, 13(2), Article 20, 1-34.
2. Ren, Y., Zhang, H., and Kraut, R. E. 2023. “How did they build the free encyclopedia: A literature review of collaboration and coordination among Wikipedia editors.” *ACM Transaction on Computer-Human Interaction*, 31(1), Article 7, 1-48.
3. Ren, Y., Deng, X., and Joshi, K.D. 2023. “Unpacking human and AI complementarity: Insights from recent works.” *The DATABASE for Advancements in Information Systems*, 54(3), 6-10.
4. Yang, M.*, Ren, Y., and Adomavicious, G. 2020. Engagement by design: An empirical study of the “reactions” feature on Facebook Business Pages. *ACM Transactions on Computer-Human Interaction*, 27(6), Article 43, 1-35.
5. Liu-Thompkins, Y., Maslowska, E., Ren, Y., and Kim, H. 2020. Creating, meta-voicing, and propagating: A road map for understanding user roles in computational advertising. *Journal of Advertising*, 49(4), 394-410.
6. Daniel, S. L., Janansefat, S., Diamant, I., and Ren, Y. 2019. Single and double-loop learning: Linking free/libre open source software (FLOSS) developer motivation, contribution, and turnover intentions. *The DATABASE for Advances in Information Systems*, 51(4), 68-92.
7. Yang, M.*, Ren, Y., and Adomavicious, G. 2019. “Understanding word-of-mouth and customer engagement on Facebook business pages,” *Information Systems Research*, 30(3), 839-855.
8. Yang, M.*, Adomavicious, G., Burtch, G., and Ren, Y. 2018. “Mind the gap: Accounting for measurement error and misclassification in variables generated via data mining,” *Information Systems Research*, 29(1), 4-24.
9. Ren, Y., Chen, J.*, and Riedl, J. 2016. “The impact and evolution of group diversity on online collaboration,” *Management Science*, 62(6), 1668-1686.
10. Ren, Y., and Kraut, R. E. 2014. “Agent-based modeling to inform online community theory and design: Impact of topical breadth, message volume, and discussion moderation on member commitment and contribution,” *Human-Computer Interaction*, 29(4), 351-389.
11. Wang, X., Butler, B., and Ren, Y. 2013. “The impact of membership overlap on the growth: An ecological competition view of online groups,” *Organization Science*, 24(2), 414-431.
12. Argote, L. and Ren, Y. 2012. “Transactive memory systems: A micro foundation of dynamic capabilities,” *Journal of Management Studies*, 49(8), 1375-1382.
13. Ren, Y., Harper, F. M., Drenner, S., Terveen, L., Kiesler, S., Riedl, J., and Kraut, R. E. 2012. “Building member attachment in online communities: Applying theories of group identity and interpersonal bonds,” *MIS Quarterly*, 36(3), 841-864.
14. Ren, Y., and Argote, L. 2011. “Transactive memory systems 1985-2010: An integrative framework of key dimensions, antecedents, and consequences,” *Academy of Management Annals*, 5(1), 189-229.

15. Ren, Y., Kiesler, S., and Fussell, S. 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.
16. Ren, Y., Kraut, R. E., and Kiesler, S. 2007. "Applying common identity and bond theory to design of online communities," *Organization Studies*, 28(3), 377-408.
17. Boh, W. F., Ren, Y., Kiesler, S., and Bussjaeger, R. 2007. "Expertise and collaboration in the geographically dispersed organization," *Organization Science*, 18(4), 595-612.
18. Du, R., Ai, S., and Ren, Y. 2007. "Relationship between knowledge sharing and performance: A survey in Xi'an, China," *Expert Systems with Applications*, 32(1), 38-46.
19. Ren, Y., Carley, K. M., and Argote, L. 2006. "The contingency effects of transactive memory: When is it more beneficial to know what others know?" *Management Science*, 52(5), 671-682.

Publications Submitted and Work-in-Progress

1. Clement, J., Ren, Y., and Curley, S. "AI quality and clinical roles impact decision quality in AI-augmented medical decisions more than explanations." Under review at *Medical Decision Making*.
2. Ren, Y., Park, H., and Curley, S. "The effects of task significance on work quality on paid crowdsourcing platforms." Under review at *ACM Transactions on Computer-Human Interaction*.
3. Ren, Y., Ye, T. and Zhang, J. AI first or human first: The impact of Generative AI on worker experience and work quality, *Under preparation for Proceedings of National Academy of Sciences*.
4. Babar, Y., and Ren, Y. "Meeting over meat: How do offline meets impact online activity in a hybrid foodie community?" Under preparation for *Journal of MIS*.
5. Ren, Y., Torelli, C., Rodas, M., and Yang, M. "Social media to engage the global market: Understanding cultural differences in user-generated posts on Facebook business pages." Under preparation for *Journal of International Marketing*.

Books and Book Chapters

1. Kraut, R. E., Resnick, P., with Kiesler, S., Burke, M., Chen, Y., Kittur, N., Konstan, J., Ren, Y., Riedl, J. 2011. *Building Successful Online Communities: Evidence-Based Social Design*. Boston, MA: MIS Press.
2. Ren, Y. 2020. "Learning in virtual teams" In *the Oxford Handbook of Group and Organizational Learning*, L. Argote and J. Levine (eds), Oxford, UK, pp. 623-633.
3. Ren, Y., and Kraut, R.E. 2014. "Agent-based modeling to inform the design of multiuser systems," In *Ways of Knowing in HCI*, J. Olson and W. Kellogg (eds.), New York: Springer, pp. 395-419.
4. Kiesler, S., Boh, W. F., Ren, Y., and Weisband, S. 2008. "Virtual teams: High tech rhetoric and low tech experience," In *Computerization Movements and Technology Diffusion: From Mainframe to Ubiquitous Computing*, K. Kraemer and M. Elliott (eds.) New Jersey: Information Today Medford, pp. 263-287.
5. Ren, Y. 2001. "Simulating the role of transactive memory in group performance," In *Organizational Learning and Knowledge Management: New Directions*, M. Crossan, and F. Olivera (eds.) London, Canada: Richard Ivey School of Business.

Conference Proceedings

1. Ren, Y., Curley, S. 2022. "Significance of task significance in online marketplaces for work" *Proceedings of Hawaii International Conference on Systems Sciences*, Maui, Hawaii.
2. Zhang, H., Ren, Y., Kraut, R. E. 2020. "Mining and predicting temporal patterns in the quality evolution of Wikipedia articles" *Proceedings of Hawaii International Conference on Systems Sciences*, Maui, Hawaii.

3. Yu, B., Wang, X., Lin, A. Y., Ren, Y., Terveen, L., Zhu, H. 2017. "Out with the old, In with the new? Unpacking member turnover in online production groups," *Proceedings of ACM Conference on Computer Supported Cooperative Work*.
4. Yu, B., Ren, Y., Terveen, L., Zhu, H. 2017. "Predicting member productivity and withdrawal from pro-joining attachments in online productive groups," *Proceedings of ACM Conference on Computer Supported Cooperative Work*, Portland, OR.
5. Wang, S, Chen, J., Ren, Y., and Riedl, J. 2012. "Searching for the Goldilocks zone: Trade-offs in managing online volunteer groups," *Proceedings of ACM Conference on Computer Supported Cooperative Work*, Seattle, Washington.
6. Musicant, D. R., Ren, Y., Johnson, J. A., and Riedl, J. 2011. "Mentoring in Wikipedia: A clash of cultures," *Proceedings of International Symposium on Wikis and Open Collaboration*, Mountain View, California.
7. Chen, J., Ren, Y., and Riedl, J. 2010. "The effects of diversity on group productivity and member withdrawal in online volunteer groups," *Proceedings of ACM Conference on Human Factor in Computing Systems*, Atlanta, Georgia.
8. Ren, Y., and Kraut, R. E. 2007. "An agent-based model to understand trade-offs in online community," *Proceedings of International Conference on Information Systems*, Montreal, Canada.
9. Weisz, J., Kiesler, S., Zhang, H., Ren, Y., Kraut, R. E., and Konstan, J. 2007. "Watching together: Integrating conversations with video," *Proceedings of ACM Conference on Human Factor in Computing Systems*.
10. Harper, F. M., Frankowski, D., Drenner, S., Ren, Y., Kiesler, S., Terveen, L., Kraut, R. E., and Riedl, J. 2007. "Talk amongst yourselves: Inviting users to participate in online conversations," *Proceedings of International Conference on Intelligent User Interfaces*.
11. Ren, Y., Kiesler, S., Fussell, S., and Scupelli, P. 2007. "Trajectories in multiple group coordination: A field study of hospital operating suites," *Proceedings of Hawaii International Conference on System Sciences*.
12. Ren, Y., Kraut, R. E., and Kiesler, S. 2006. "Identity and bond theories to understand design decisions for online communities," *Academy of Management Best Paper Proceedings*, Atlanta, GA.
13. Boh, W. F., Ren, Y., and Kiesler, S. 2002. "Managing expertise in a distributed environment," *Proceedings of International Conference on Information Systems*, Barcelona, Spain.
14. Carley, K. M., and Ren, Y. 2001. "Tradeoffs between performance and adaptability for C3I architectures," *Proceedings of Command and Control Research and Technology Symposium*, Annapolis, MA.
15. Carley, K. M., Ren, Y., and Krackhardt, D. 2000. "Measuring and modeling change in C3I architectures," *Proceedings of Command and Control Research and Technology Symposium*, Monterey, CA.

Invited Talks at Universities

1. University of Wisconsin Madison, Wisconsin School of Business, October 9, 2023
2. University of British Columbia, Sauder School of Business, March 24, 2023
3. University of Minnesota, Carlson School of Business (IDSc), November 18, 2022
4. Notre Dame University, Mendoza College of Business, November 11, 2022
5. Xidian University, School of Economics and Management, June 30, 2022
6. Georgia State University, Robinson College of Business, April 22, 2022
7. University of Southern California, Marshall School of Business, September 28, 2018
8. University of Texas Austin, McCombs School of Business, April 20, 2018
9. Nanyang Technological University, Nanyang Business School, December 1, 2017
10. Temple University, Fox School of Business, November 10, 2017
11. Stevens Institute of Technology, School of Business, October 2, 2017
12. University of Waterloo, Faculty of Engineering, September 25, 2017

13. University of Arkansas, Walton College of Business, April 2017
14. McGill University, Desautels Faculty of Management, November 18, 2016
15. University of Maryland, Robert H. Smith School of Business, November 4, 2016
16. Emory University, Goizueta Business School, March 25, 2016
17. University of Washington, School of Business, October 16, 2015
18. New York University, Stern School of Business, September 11, 2015
19. Georgia Institute of Technology, Sandy A. Slaughter Software Conference, May 8, 2015
20. Temple University, Fox School of Business, March 27, 2015
21. Stanford University, Center for Work, Technology, and Organization, January 12, 2015
22. University of Minnesota, Carlson School of Management (SME), April 2014
23. Michigan State University, Eli Broad College of Business, October 2013
24. Georgia Institute of Technology, Scheller College of Business, September 2013
25. University of Pittsburgh, Katz School of Business, October 2010
26. Carnegie Mellon University, Tepper School of Business, September 2010
27. Boston College Web 2.0 Social Technologies Workshop, May 2010
28. Georgia State University, Robinson College of Business, April 2010
29. University of Minnesota, Carlson School of Management (SME), September 2009
30. Michigan State University, Eli Broad College of Business, November 2007.
31. University of Minnesota, Carlson School of Business (IDSc), February 2007
32. University of Maryland, Smith School of Business, February 2007
33. Florida State University, College of Business, February 2007
34. McGill University, Desautels Faculty of Management, January 2007
35. Shanghai Jiaotong University, Shanghai, China. June, 2006
36. Xi'an Jiaotong University, Xi'an, China, June 2006
37. Xidian University, Xi'an, China, June 2006
38. University of Toronto, February 2006
39. University of Delaware, May 2005
40. University of Michigan, February 2005
41. New Jersey Institute of Technology, February 2005

Invited Presentations at Professional Meetings

1. University of Minnesota Digital Leadership Conference, September 29, 2023
2. Carnegie Mellon University Jim March Workshop, October 5, 2019
3. National Science Foundation Convergence Workshop on Crowdsourcing, Washington DC, May 2018
4. Panel on "Effects of Digitization on Organizations and Organizing", *Organization Science Winter Conference*, March 2018
5. Panel on "Organizing Work Online with Crowds," *Academy of Management*, 2016
6. Panel on "The Sharing Economy: Friend or Foe?" *International Conference on Information Systems*, December 2016
7. Symposium on "Online Communities Research: Quo Vadis? Perspectives on knowledge work, collaboration, & innovation," *Academy of Management Annual Meeting*, 2015
8. National Science Foundation ICIS Grantsmanship Workshop, Milan, Italy, December 2013
9. Symposium on "The Rising of Crowdsourcing in OCIS Research: How to attract, motivate, and organize the crowd," *Academy of Management Annual Meeting*, 2010
10. Ren, Y., and Kraut, R. E. "Simulating newcomer socialization in online communities," *Social Media Technology Workshop at CHI Conference*, Boston, MA, 2009.
11. Ren, Y. "Deciphering business fan pages on Facebook," *Big Ten Information Systems Symposium*, Minneapolis, MN, 2013.
12. Ren, Y. "Increasing commitment to online communities: Designing from theory," *Big Ten Information Systems Research Symposium*, Notre Dame, IN, 2008.

13. Ren, Y. "Expertise and collaboration in the geographically dispersed organization," *INFORMS Organization Science Conference within a Conference*, Pittsburgh, PA, 2006.
14. Symposium on "Building Sustainable Online Communities: Insights from social science and organization theories," *Academy of Management Annual Meeting*, 2006.

Papers presented at Professional Meetings

1. Ren, Y., Ye, T. and Zhang, J. 2024. AI first or human first: The impact of Generative AI on worker experience and work quality. *Conference on Information Systems and Technology (CIST)*, Seattle, WA.
2. Clement J., Ren Y. 2021. AI Recommendations to Support Professional Sales Decisions: A Grounded Theory Approach. *Workshop on Information Technologies and Systems (WITS)*, Austin, TX.
3. Clement J, Ren Y, Curley S. 2021. Explaining Less is a Better Nudge: How explanations from Medical AI systems affect recommendation adoption by experts. *Conference on Information Systems and Technology (CIST)*, Newport Beach, CA.
4. Clement J., Ren Y., Curley S. 2021. Disregarding, Modifying or Adopting: How Medical Experts Incorporate AI Recommendations into Patient Care Decisions. *INFORMS Healthcare Conference*. (Indianapolis, IN - Virtual due to COVID-19).
5. Clement J., Ren Y., Curley S. 2020 Disregarding, Modifying or Adopting: How Medical Experts Incorporate AI Recommendations into Patient Care Decisions. *Conference on Health IT and Analytics (CHITA)*. (College Park, MD - Virtual due to COVID-19).
6. Zhang, H., Ren, Y., Kraut, R. E. 2020. "Mining and Predicting Temporal Patterns in the Quality Evolution of Wikipedia Articles" *Hawaii International Conference on Systems Sciences*, Maui, Hawaii.
7. Babar, Y., Ren, Y. 2019. "Meeting over meat: How do offline meets impact online activity in a hybrid foodie community?" *2020 Workshop on Information Systems and Economics*, Munich, Germany.
8. Zhang, H., Ren, Y., Kraut, R.E. 2018 "Mining and predicting temporal patterns in the quality evolution of Wikipedia articles," *2018 Workshop on Information Systems and Economics*, San Francisco, CA.
9. Zhang, H., Ren, Y., Kraut, R.E. 2018 "Deciphering the Recursive Relationships between Quality and Crowd Size in Online Open Collaboration," *2018 Workshop on Information Systems and Economics*, San Francisco, CA.
10. Babar, Y., Ren, Y. 2018. "Meeting over meat: How do offline meets impact online activity in a hybrid foodie community?" *2018 Academy of Management Annual Conference*, Chicago, IL.
11. Zhang, H., Ren, Y., Kraut, R. E. 2018. "Mining and predicting temporal patterns in the quality evolution of Wikipedia articles," *2018 Academy of Management Annual Conference*, Chicago, IL.
12. Yang, M., Ren, Y., Adomavicious, G. 2017. "The dynamics of social media engagement: A quasi-experimental study of the 'reactions' feature on Facebook business pages," *2017 Workshop on Information Technology and Systems*, Seoul, South Korea.
13. Yang, M., Ren, Y., Adomavicious, G. 2017. "The dynamics of social media engagement: A quasi-experimental study of the 'reactions' feature on Facebook business pages," *2017 Conference of Information Systems and Technology*, Houston, TX.
14. Yang, M., Ren, Y., Adomavicious, G. 2017. "Engagement beyond liking and commenting: A quasi-experimental study of the reactions feature on Facebook Business Pages," *2017 Winter Conference on Business Intelligence*, Snowbird Utah.
15. Ren, Y. and Riedl, J. 2017. "Helping Wikipedia versus helping a WikiProject: Subgroup dynamics in online production communities," *Academy of Management Annual Meeting*, 2017, Atlanta, GA. (Best Paper Nomination)

16. Ren, Y. and Riedl, J. 2017. "Helping Wikipedia versus helping a WikiProject: Subgroup dynamics in online production communities," *11th China Summer Workshop on Information Management*, Nanjing, China, 2017. (Best Paper Nomination)
17. Ren, Y., Torelli, C.J., and Rodas, M.A. 2017. "A cross-cultural analysis of user-generated posts on Facebook Business Pages," *11th China Summer Workshop on Information Management*, Nanjing, China, 2017.
18. Yang, M., Ren, Y., Adomavicious, G. 2017. "Engagement beyond liking and commenting: A quasi-experimental study of the reactions feature on Facebook Business Pages," *2017 Winter Conference on Business Intelligence*, Snowbird Utah.
19. Yang, M., Adomavicious, G., Burtch, G., and Ren, Y. 2016. "Mind the gap: Accounting for measurement error and misclassification in variables generated via data mining," *2016 Winter Conference on Business Intelligence*, Snowbird Utah.
20. Ren, Y., Torelli, C., and Rodas, C. 2015. "Global versus local: Understanding cultural differences on Facebook business pages," *AMA Winter Marketing Educators' Conference*, San Antonio, TX.
21. Yang, M., Ren, Y., Adomavicious, G. 2014 "Understanding word-of-mouth and customer engagement on Facebook business pages," *Conference of Information Systems and Technology*, San Francisco, CA.
22. Ren, Y., Wang, S., and Curley, S. 2014. "The significance of task significance in online marketplaces for work," *Academy of Management Annual Meeting*, Philadelphia, PA.
23. Ren, Y., Gupta, A., and Butler, B. 2014. "Individuals to collectives: Research challenges in organizing and motivating e-lance team collaboration," *Academy of Management Annual Meeting*, Philadelphia, PA.
24. Wang, S., Chen, J., Ren, Y., and Riedl, J. 2012. "Searching for the Goldilocks zone: Trade-offs in managing online volunteer groups," *ACM Conference on Computer Supported Cooperative Work*, Seattle, Washington.
25. Wang, S., Chen, J., Ren, Y., and Riedl, J. 2011. "Searching for the Goldilocks zone: Trade-offs in managing online volunteer groups," *The 6th Interdisciplinary Networks on Group Research (INGRoup) Conference*, Minneapolis, MN.
26. Ren, Y., Wang, S. 2010. "Task and incentive designs in online marketplaces for work," *Academy of Management Annual Meeting*, Montreal, Canada.
27. Chen, J., Ren, Y., and Riedl, J. 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.
28. Ren, Y. 2010. "A field study of exploitation and exploration in the project-based organization," *Academy of Management Annual Meeting*, Chicago, IL.
29. Ren, Y. 2008. "Increasing commitment to online communities: Designing from theory," *New Media Research @ UMN Conference*, Minneapolis, MN.
30. Ren, Y., and Kraut, R. E. 2007. "An agent-based model to understand trade-offs in online community," *28th International Conference on Information Systems*, Montreal, Canada.
31. Ren, Y. 2007. Project decisions and member selection strategies: Revisiting the exploration and exploitation argument. *Organizational Learning and Knowledge Management Conference*, London, Ontario, Canada.
32. Weisz, J., Kiesler, S., Zhang, H., Ren, Y., Kraut, R. E., and Konstan, J. 2007. "Watching together: Integrating conversations with video," *ACM Conference on Human Factor in Computing Systems*, San Jose, CA.
33. Harper, F. M., Frankowski, D., Drenner, S., Ren, Y., Kiesler, S., Terveen, L., Kraut, R. E., and Riedl, J. 2007. "Talk amongst yourselves: Inviting users to participate in online conversations," *International Conference on Intelligent User Interfaces*, Honolulu, HI.
34. Ren, Y., Kiesler, S., Fussell, S., and Scupelli, P. 2007. "Trajectories in multiple group coordination: A field study of hospital operating suites," *Hawaii International Conference on System Sciences*, Big Island, HI.

35. Ren, Y., Kraut, R. E., and Kiesler, S. 2006. "Identity and bond theories to understand design decisions for online communities," *Academy of Management Annual Meeting*, Atlanta, GA.
36. Ren, Y., and Kraut, R. E. 2006. "Modeling member motivation and participation in online communities," *1st INGRoup Conference*, Pittsburgh, PA.
37. Kiesler, S., Boh, W. F., Ren, Y., and Weisband, S. 2005. "Virtual teams as talk and action," *Workshop on Social Informatics: Extending the Contributions of Professor Rob Kling to the Analysis of Computerization Movements*, Irvine, CA.
38. Ren, Y., Carley, K. M., and Argote, L. 2004. "The Contingency effects of transactive memory: When is it helpful to know what others know?" *Academy of Management Annual Meeting*, New Orleans, LA.
39. Ren, Y. 2004. "How does transactive memory help group performance?" *North American Association for Computational Social and Organization Science Conference (NAACSOS)*, Pittsburgh, PA.
40. Ren, Y. 2004. "Why and when does transactive memory matter: Opening the black box," *10th Organization Science Winter Conference*, Steamboat Springs, CO.
41. Ren, Y., Carley, K. M., and Argote, L. 2003. "Exploring the contingency effects of transactive memory," *Academy of Management Annual Meeting*, Seattle, WA.
42. Boh, W. F., Ren, Y., and Kiesler, S. 2002. "Managing expertise in a distributed environment," *23rd International Conference on Information Systems*, Barcelona, Spain.
43. Ren, Y. 2001. "Simulating the role of transactive memory in group performance," *4th Organizational Learning and Knowledge Management Conference*, London, Canada.
44. Ren, Y. 2000. "A computer simulation model of transactive memory systems," *Computational Social and Organizational Science Conference*, Pittsburgh, PA.

TEACHING

Scheduled Teaching at the University of Minnesota

1. IDSC 3001 Information Systems for Business Processes and Management (Undergraduate)
2. IDSC 3001H Information Systems for Business Processes and Management (Undergraduate)
3. IDSC 4455 Web 2.0: The Business of Social Media (Undergraduate)
4. IDSC 6455 Web 2.0: The Business of Social Media (MBA)
5. MABA 6251 AI for Competitive Advantage (MABA)
6. IDSC 8361 PhD Seminar on Emerging Technologies: AI, Blockchain, Virtual Reality (Ph.D.)
7. IDSC 8360 PhD Seminar on Social Media and Online Communities (Ph.D.)
8. GDBA 7202 Course on Innovation through Emerging Technologies (DBA)
 - a. Taught / co-taught 2024, 2023, 2022, 2021, 2019, 2018

Guest Lectures

1. University of Minnesota, Carlson School Executive MBA, Artificial Intelligence, 2023
2. University of Texas Austin PhD seminar Research in information systems, 2015, 2016

CURRICULUM DEVELOPMENT

Curriculum Development Activities

1. IDSC 3001 Information Systems for Business Processes and Management (Undergraduate)
2. IDSC 3001H Information Systems for Business Processes and Management (Undergraduate)
3. IDSC 4455 Web 2.0: The Business of Social Media (Undergraduate)
4. IDSC 6455 Web 2.0: The Business of Social Media (MBA)
5. MABA 6251 AI for Competitive Advantage (MABA)

6. IDSC 8631 PhD Seminar on Emerging Technologies: AI, Blockchain, Virtual Reality (Ph.D.)
7. IDSC 8630 PhD Seminar on Social Media and Online Communities (Ph.D.)
8. GDBA 7202 Innovation Through Emerging Technologies (DBA)

PROFESSIONAL DEVELOPMENT

1. Faculty Success Program, 2020
2. Early Career Program, U of M Center for Teaching and Learning, 2008-2009
3. Workshop on “Multimedia Presentations: Designing for Engagement,” ATSS, 2015
4. Workshop on “Creating Effective Course Videos,” ATSS, 2015
5. Workshop on “Online Course Development,” Carlson School of Management, 2014
6. Workshop on “Fine Tune You’re Accent,” U of M Center for Teaching and Learning, 2013
7. Workshop on “Case Based Teaching,” Carlson School of Management, 2011
8. Workshop on “Designing In-class Projects,” Carlson School of Management, 2011
9. Workshop on “TurningPoint (Clickers),” Carlson School of Management, 2010
10. Workshop on “Active Learning,” Carlson School of Management, 2008
11. Workshop on “Assessments,” Carlson School of Management, 2007
12. Workshop for New Assistant Professor, Carlson School of Management, 2007

ADVISING AND MENTORING

Undergraduate Students Research and Honors Theses

1. Yanling Yi, Carlson School of Management, 2023 (Reader)
2. Kayla Fixel, Carlson School of Management, 2021 (Reader)
3. Konnor Slaat, Carlson School of Management, 2017 (Reader)
4. Katrina Rudisel, Carlson School of Management, 2016 (Advisor)
5. Jialing Zhang, Carlson School of Management, 2016 (Advisor)
6. Ryan Grange, Carlson School of Management, 2015 (Reader)
7. Nathan Tennant, Carlson School of Management, 2013 (Advisor)
8. Amirhossein Kiani, Computer Science & Engineering, U of M, 2010 (Advisor)
9. Jiake Chen, Carlson School of Management, 2009 (UROP Advisor)

Undergraduate Mentorship (Research Assistance and Participation)

(Involvement in research projects; regular meetings to provide instructions and assess progress; for many, I have written letters of recommendations or served as job or internship references)

1. Nick Samasant
2. Darcy Kornkven
3. Miriam Manna
4. Olive Wang
5. Sikai Yang
6. Maria Moy
7. Grace O’Neil
8. Erin Vogel
9. Adam Lemay
10. Joe Popham
11. Katrina Rudisel
12. Jialing Zhang

13. Samantha Lee
14. Chelsea Manor
15. Nina Domingo
16. Catherine Bui
17. Kathleen Jiang
18. Christopher Lee

Graduate Student Activities

MSBA Carlson Analytics Lab Project Faculty Advisor

1. Tommy Entwistle, Allen Hu, Yuzy Ye, Weizhong Yao, Cathy Zheng, 2021
2. Yaassh Dhmani, Anirudh Mittal, Chris Samanant, Anirudh Srikant, Sai Vinjamuri, 2020

Master Student Committees

1. Rongjin (Jinny) Zhang, Journalism & Mass Communication, University of Minnesota 2025
2. Weiwen Leung, Computer Science & Engineering, University of Minnesota 2018
3. Yanjie Liu, Computer Science & Engineering, University of Minnesota, 2013

Master Student Mentorship

(Involvement in research projects; regular meetings to provide instructions and assess progress; for some, I have written letters of recommendations or served as job or internship references)

1. Harsh Jha, Computer Science & Engineering, University of Minnesota
2. Shankar Vidyashankar, Computer Science & Engineering, University of Minnesota
3. Gowtham Natarajan, Computer Science & Engineering, University of Minnesota

Doctoral Students Advised

1. Jeffrey Clement, Carlson School, 2023, Augsburg University (co-advisor)
2. Yash Babar, Carlson School, 2020, University of Wisconsin-Madison (co-advisor)
3. Mochen Yang, Carlson School, 2018, Indiana University (co-advisor)
4. Sijia (Loxley) Wang, Carlson School, 2016, GT Law (co-advisor)

Doctoral Committees

1. Maral Abdollahi, Journalism and Mass Communication, U of Minnesota, 2024
2. Charles Chuankai Zhang, Computer Science & Engineering, U of Minnesota, 2024
3. Hyejin Kim, School of Journalism, U of Minnesota, 2019
4. Jisu Kim, School of Journalism, U of Minnesota, 2019
5. Zhihong Ke, Carlson School of Management, U of Minnesota, 2019
6. Bowen Yu, Computer Science & Engineering, U of Minnesota, 2018
7. Swanand Deodhar, Carlson School of Management, U of Minnesota, 2018
8. Hannah Miller, Computer Science & Engineering, U of Minnesota, 2018
9. Andrew Sheppard, Computer Science & Engineering, U of Minnesota, 2017
10. Morten Warncke-Wang, Computer Science & Engineering, U of Minnesota, 2016
11. Shuo Chang, Computer Science & Engineering, U of Minnesota, 2016
12. Haiyi Zhu, School of Computer Science, Carnegie Mellon University, 2015
13. Hani Safadi, Desautels Faculty of Management, McGill University, 2014 (External Examiner)
14. Katie Panciera, Computer Science & Engineering, U of Minnesota, 2014
15. Fernando, Computer Science & Engineering, U of Minnesota, 2014
16. Aaron Halfaker, Computer Science & Engineering, U of Minnesota, 2013

17. YoungOk Kwon, Carlson School of Management, U of Minnesota, 2011
18. Jing Zhu, Carlson School of Management, University of Minnesota, 2009

Doctoral Student Second Year Paper Committees

1. Jundong Zhang, Carlson School of Management (Member)
2. Hyeongseo Park, Carlson School of Management (Member)
3. Ramin Zandvakili, Carlson School of Management (Member)
4. Jeffrey Clement, Carlson School of Management (Member)
5. Zihong Huang, Carlson School of Management (Member)
6. Swanand Deodhar, Carlson School of Management (Member)
7. Christina Jeong, Carlson School of Management (Member)

Professional Student Activities

Carlson School DBA Students Advising

1. Yu Gao
2. Delin Huang
3. Kunming Meng
4. Lin Cao
5. Zhaojiang Zhu
6. Jianghuang Chen
7. Shengqiang Chen
8. Shuibo Ding
9. Haiqiong Li
10. Yanji Luo
11. Jun Ni
12. Tong Su
13. Ming Tan
14. Donghui Wang
15. Wei Wang
16. Zhongliang Yao

Postdoc Supervision and Mentorship

1. Haifeng Zhang (co-supervised), Carnegie Mello University, 2016-2019

Visiting Scholars Hosted

1. Haiying Yuan, Shanghai Lixin University of Accounting and Finance, 2018-2019
2. Jing Fan, Beijing Foreign Studies University, 2014-2015
3. Fang Liu, University of Queensland, Business School, fall 2015

SERVICE

Service to the Discipline/Profession/Interdisciplinary Area(s)

Editorship for Journals and Professional Associations

1. INFORMS Publications Committee, 2019-2022
2. Senior Editor, *Organization Science*, 2020-2021
3. Associate Editor, *MIS Quarterly*, 2022
4. Board of Editors, *Journal of MIS*, 2019-
5. Senior Editor and Diffusion Editor, *Organization Science*, 2016-2020

6. Associated Editor, *Management Science*, 2015-2017
7. Editorial Board Member, *Organization Science*, 2007-2016
8. Guest Associate Editor, *MIS Quarterly* Special Issue on “Managing AI” 2019
9. Guest Associate Editor, *MIS Quarterly* Special Issue on “Next-Generation IS Theories” 2019
10. Guest Associate Editor, *MIS Quarterly* Special Issue on “Complexity and Information Systems Research in the Emerging Digital World,” 2016
11. Guest Associate Editor, *Information Systems Research* Special Issue on “Collaboration and Value Creation in Online Communities,” 2014
12. Guest Associate Editor, *MIS Quarterly* Special Issue on “Big Data and Analytics in Networked Business,” 2014

Editorship for Conferences

1. *ICIS* Professional Development Workshop Track, 2019 (Associate Editor)
2. *ICIS* Paper-a-thon, 2017 (Co-Organizer)
3. *ICIS* Track on Human Behavior in IS, 2016 (Track Co-Chair)
4. *ICIS* Track on Social Media and Digital Collaboration, 2014 (Associate Editor)
5. *ICIS* Track on Digital and Social Networks, 2012 (Associate Editor)
6. *ICIS* Track on Online Community and Group Collaborations, 2010 (Associate Editor)
7. *ICIS* General Track, 2009 (Associate Editor)
8. *ICIS* Track on Breakthrough Ideas, 2008 (Associate Editor)
9. *ICIS* Track on Economics and Business Value of Information Systems, 2007 (Associate Editor)
10. *AOM OCIS* Division 2009, 2010, 2014 (Associate Editor)

Review Panels for External Funding Agencies

National Science Foundation, 2020, 2017, 2016, 2013

Ad Hoc Reviewers for Journals

Administrative Science Quarterly
 Communications of the ACM
 Computational and Mathematical Organization Theory
 Decision Support Systems
 Group Processes and Intergroup Relations
 IEEE Transactions on Engineering Management
 IEEE Transaction on Systems, Man, and Cybernetics
 Information and Organization
 Information Systems Research
 Journal of Management Information Systems
 Journal of Strategic Information Systems
 Journal of the Association for Information Systems
 Management Science
 MIS Quarterly
 OMEGA Special Issue on Knowledge Management and Organizational Learning
 Small Groups Research
 Strategic Organization
 Transactions on Computer-Human Interaction

Committee Membership

Mentor, *AMCIS* Junior Faculty Consortium, August 2022
 Mentor, *AOM OCIS* Division Doctoral Consortium, August 2022
 Member, *INFORMS* Organization Science Editor-in-Chief Search Committee, 2022

Member, *INFORMS* Marketing Science Editor-in-Chief Search Committee, 2021
AOM OCIS Division Nominating Committee, 2019
 Program Committee, *AOM OCIS* Mini Conference in Shanghai, 2019
 Program Committee, *CSCW* Interactive Poster Program, 2019
 Mentor, *AOM OCIS* Division Junior Faculty Consortium, August 2018
 Mentor, *ICIS* Junior Faculty Consortium, December 2016
 Mentor, University Passau, International Paper Development Workshop, May 2013
 Mentor, *AOM OCIS* Division International Paper Development Workshop, August 2012
 Program Committee of the *International Conference on Electronic Commerce*, 2011
 Program Committee of the *IEEE Social Computing Conference*, 2011

Service to the University/College/Department

Service to the Carlson School of Management

1. Carlson School Faculty Consultative Committee (FCC), 2022-2024
2. Carlson School Strategic Planning Steering Committee, 2024-2025
3. Carlson School *Emerging Leaders of Color (ELOC)* Speaker, 2024
4. Carlson School MGM Curriculum Committee, 2022
5. 4th year review committee for Nan Li, 2024
6. Promotion and tenure committee for Necati Ertekin, 2023
7. 4th year review committee for Necati Ertekin, 2022
8. 4th year review committee for Alex Wilson, 2022
9. Promotion and tenure committee for Russell Funk, 2021
10. Carlson School Strategic Planning Committee, 2019-2020
11. Search Committee of Director of Strategic and Faculty Communication, 2019
12. Promotion and tenure committee for Betty Zhou, 2019
13. 4th year review Committee for Sunasir Dutta, 2019
14. 4th year review Committee for Gordon Burtch, 2017
15. Carlson School DBA with Tsinghua University Committee, 2016
16. Carlson School *Women Mean Business* MIS Session Speaker, 2015, 2016
17. Carlson School Strategic Planning Committee, summer of 2014
18. Carlson School *Business Week* Student Dinner Speaker, 2012
19. Carlson School Commencement Ceremony, 2009, 2011, 2018
20. IT Service Level Agreement Committee, 2008

Service to the Department of Information and Decision Sciences

1. Moderator of the Diversity Panel at the MIS Academic Leadership Conference, 2024
2. IDSC PhD Coordinator, 2018-2023
3. IDSC Core Course Review Committee, 2018-2022
4. Annual probationary faculty review reading committee, 2019, 2020, 2021, 2022, 2023, 2024
5. Kartik Ganju 4th Year Review Committee, 2024
6. Sofia Bapna Tenure Review Committee, 2023
7. MISRC Conference on Digital Transformation Planning Committee, 2023
8. Department Level Promotion & Tenure Reading Committee, 2018
9. IDSC Outreach Committee, 2016-2017
10. IDSC 50th Anniversary Steering Committee, 2016-2017
11. IDSC Advisory Board Meeting Presentation, 2016
12. Faculty Adviser for ICACA Student Group, 2015-2018
13. Coordinator of the Department Speaker Series, 2012-2016
14. Undergraduate Faculty Advising Committee (UFAC), 2008-2010
15. Undergraduate Program Coordinator, 2008-2010

16. Search Committee for Tenure-Track Faculty, 2009, 2010, 2012, 2013, 2014, 2015
17. Search Committee for SOBACO Associate Director, 2012
18. Search Committee for a Teaching Faculty, 2013
19. Big Ten Symposium Organizing Committee, 2013, 2012
20. PhD Admission Committee, 2008, 2009, 2014, 2015

Commentaries and Media Interviews

1. “Preserving Humanity in the AI Era,” *Star Tribune*, February 2025.
<https://www.startribune.com/preserving-humanity-in-the-ai-era/601229632>
2. “Unique Human in the AI Era,” *MN Post*, March 2024
<https://www.minnpost.com/community-voices/2024/03/uniquely-human-in-the-ai-era/>
3. Interview with MN Daily on online communities and social interactions, July 2024
<https://mndaily.com/285110/opinion/opinion-online-communities-offer-real-social-interaction/>