

JANE WEBSTER

E. Marie Shantz Chair of MIS
Smith School of Business, Queen's University, Canada

Education

1989	PhD, Stern School of Business, New York University
1980	Master of Business Administration, Saint Mary's University
1974	Master of Statistics, North Carolina State University
1971	Bachelor of Science (Honours), University of Guelph

Positions Held

Academic Appointments

2001-present	Professor, Smith School of Business, Queen's University (cross-appointed to the School of Environmental Studies, Sept. 2008)
1994-2001	Associate Professor, Department of Management Sciences, University of Waterloo, Waterloo, Ontario and 1998-2000, Associate Chair, Graduate Studies, University of Waterloo, Waterloo, Ontario
1988-1994	Assistant Professor, College of Business Administration, Pennsylvania State University and 1992, Usability & Human Factors Department IBM (University Partners Program), Rochester, MN
1984-1987	Research Assistant, New York University
1983-1984	Lecturer in Business Statistics, University of New Brunswick
1981-1983	Systems Analyst, Data Processing, McCain Foods Limited, Florenceville, Canada

Academic Honours & Awards

2019	<u>Association for Information Systems Fellow Award</u>
2015	Visiting Professor, University of Augsburg, Germany (one month)
2014-5	Visiting Professor, HEC Montreal, Canada (one month)
2013	Best paper awards from <u>Journal of Organizational Behavior</u> and <u>HICSS</u>
2013	William Evans Visiting Fellowship, University of Otago, New Zealand (one month)
2005-present	E. Marie Shantz Professor, then Chair, of MIS, Queen's School of Business
2003	Award for Research Excellence, Queen's School of Business
1999	Distinguished Performance in Teaching, Scholarship, and Service, 1999, University of Waterloo
1987-1988	Joseph H. Taggart Fellowship, New York University
1986	Academy of Management, 1986 Doctoral Consortium in OB/OD/OMT
1986	Eastern Academy of Management Doctoral Award

Editorial Duties

2019-present	Guest Editor, special issue on fake news, <u>Journal of MIS</u>
2012-2017	Guest Editor, special issue on environmental sustainability, <u>Information Systems Journal</u>
2001-2003	Senior Editor, <u>MIS Quarterly</u>
2000-2003	Guest Associate Editor, <u>Information Systems Research</u>
1997-1999	Associate Editor, <u>MIS Quarterly</u>
1997	Guest Editor, special issue on play and computers, <u>The DATA BASE for Advances in Information Systems</u>
1995	Guest Editor, special issue on computer training, <u>Communications of the ACM</u>

Research Grants

2013	Principal Investigator (with Sandy Staples) on a <i>Social Sciences and Humanities Research Council (SSHRC) 5-year Insight Grant</i>
2009	Principal Investigator for a <i>SSHRC 3-year Canadian Environmental Issues Grant</i>
2008	Principal Investigator for a <i>SSHRC Research Development Initiative award</i>
1995-1998, 1999-2002, 2004-2007	Principal Investigator for 3-year <i>SSHRC Awards</i>
2004-2005	Co-Investigator (with Sandy Staples) of award from the <i>Industrial Relations Centre</i> , Queen's University on "High Performance Professional Teams"
2003-2006	Collaborator on <i>SSHRC-funded INE</i> on "Globalization of Personal Data" (Lead: David Lyons, Queen's)
2002	Co-Investigator (with Catherine Connelly, David Zweig, Brent Gallupe) of grant from <i>Queen's Centre for Knowledge-based Enterprises</i> for a "Knowledge Hiding" study
1997-2002	<i>Society for Human Resource Management Foundation Award</i> (with Derek Chapman)
1997-2002	Collaborator on <i>SSHRC-funded EvNet</i> , the Network for the Evaluation of Education and Training Technologies (Lead: Carl Cuneo, McMaster)
1986-1987	New York University, Fellowship Grant

Publications

Journal Articles

Khan, A., Boroomand, F., Webster J., & Minocher, X. (2020). From Elements to Structures: An Agenda for Organisational Gamification, *European Journal of Information Systems* (accepted subject to minor revisions).

Szabo, S. & Webster, J. (2020). Perceived greenwashing: The effects of green marketing on environmental and product perceptions, *Journal of Business Ethics*, in press, <https://link.springer.com/article/10.1007/s10551-020-04461-0>.

Oppong-Tawiah, D., Webster, J., Staples, S., Cameron, A.-F., Ortiz de Guinea, A., & Tam, Y. H. (2020). Encouraging sustainable energy use in the office with a gamified mobile application. *Journal of Business Research*, 106, 388-405.

Corbett, J., Webster, J., & Jenkin, T. (2018). Unmasking corporate sustainability at the project level: Exploring the influence of institutional logics and individual agency. *Journal of Business Ethics*, 147, 261-286.

Liu, D., Santhanam, R., & Webster, J. (2017). Towards meaningful engagement: A framework for design and research on gamified information systems. *MIS Quarterly*, 41(4), 1011-1034.

Ortiz de Guinea, A., & Webster, J. (2017). Combining variance and process in information systems research: Hybrid approaches. *Information and Organization*, 27, 144-162.

Cameron, A. F., Webster, J., Barki, H., & Ortiz de Guinea, A. (2016). Four common multicomputing misconceptions. *European Journal of Information Systems*, 25(5), 465-471.

Ortiz de Guinea, A., & Webster, J. (2015). The missing links: Cultural, software, task, and personal influences on computer self-efficacy. *The International Journal of Human Resource Management*, 26(7), 905-931.

Ortiz de Guinea, A., & Webster, J. (2013). An investigation of information systems use patterns: Technological events as triggers, the effects of time, and consequences for performance. MIS Quarterly, 37(4), 1165-1188.

Cameron, A. F., & Webster, J. (2013). Multicommunicating: Juggling multiple conversations in the workplace. Information Systems Research, 24(2), 352-371.

Ortiz de Guinea, A., Webster, J., & Staples, D. S. (2012). A meta-analysis of the consequences of virtualness on team functioning. Information & Management, 49(6), 301-308.

Watson, R. T., Corbett, J., Boudreau, M.-C., & Webster, J. (2012). An information strategy for environmental sustainability. Communications of the ACM, 55(7), 28-30.

Connelly, C., Zweig, D., Webster, J., & Trougakow, J. P. (2012). Knowledge hiding in organizations. Journal of Organizational Behavior, 33(1), 64-88. < best paper award for 2012 >.

Connelly, C., Gallagher, D., & Webster, J. (2011). Predicting temporary agency workers' behaviors: Justice, volition, identification, and spillover, Career Development International, 16(2), 178-194.

Ortiz de Guinea, A., & Webster, J. (2011). Are we talking about the task or the computer? An examination of the associated domains of task-specific and computer self-efficacies, Computers in Human Behavior, 27(2), 978-987.

Jenkin, T., Webster, J., & McShane, L. (2011). An agenda for 'green' information technology and systems research, Information and Organization, 21 (1), 17-40.

Jenkin, T. A., McShane, L., & Webster, J. (2011). Green information technologies and systems: Employees' perceptions of organizational practices, Business & Society, 50: 266-314.

Cameron, A. F. & Webster, J. (2011). Relational outcomes of multicommunicating: Integrating incivility and social exchange perspectives. Organization Science, 22: 754-771.

Branker, K., Corbett, J., Webster, J., & Pearce, J. (2010). Hybrid virtual and field work-based service learning with green information technology and systems projects, International Journal for Service Learning in Engineering, 5(2): 44-59.

Santhanam, R., Sasidharan, S., & Webster, J. (2008). Using self-regulatory learning to enhance e-learning-based information technology training. Information Systems Research, 19: 26-47.

Staples, D. S. & Webster, J. (2008). Exploring the effect of trust, task interdependence and virtualness on knowledge sharing in teams. Information Systems Journal, 18: 617-640.

Webster, J., & Wong, W.K.P. (2008). Comparing traditional and virtual group forms: Identity, communication and trust in naturally-occurring project teams. International Journal of Human Resource Management, 19(1): 41-62.

Staples, D. S. & Webster, J. (2007). Exploring traditional and virtual team members' "best practices": A social cognitive theory perspective. Small Group Research, 38(1): 60-97.

Webster, J., & Ahuja, J. (2006). Enhancing the design of web navigation systems: The influence of user disorientation on engagement and performance. MIS Quarterly, 30(3): 661-678.

Chapman, D.S. & Webster, J. (2006). Toward an integrated model of applicant reactions and job choice. International Journal of Human Resource Management, 17(6): 1032-1057.

Cameron, A. F. & Webster, J. (2005). Unintended consequences of emerging communication technologies: Instant messaging in the workplace, Computers in Human Behavior, 21: 85-103.

- Zweig, D., & Webster, J. (2004). What are we measuring? An examination of the relationships between goal orientation, the Big-Five personality traits, and performance intentions. Personality & Individual Differences, 36(7): 1693-1708.
- Zweig, D., & Webster, J. (2004). Validation of a three-factor measure of goal orientation, Canadian Journal of Behavioural Science, 232-243.
- Chapman, D. S., Uggerslev, K. L., & Webster, J. (2003). Applicant reactions to face-to-face and technology-mediated interviews: A field investigation. Journal of Applied Psychology, 88: 944-953.
- Chapman, D.S. & Webster, J. (2003). The use of technologies in the recruiting, screening, and selection processes for job candidates. International Journal of Selection and Assessment, 11: 113-120.
- Zweig, D., & Webster, J. (2003). Personality as a moderator of monitoring acceptance. Computers in Human Behavior, 19(4), 479-494.
- Zweig, D., & Webster, J. (2002) Where is the line between benign and intrusive? An examination of psychological barriers to the acceptance of awareness monitoring technologies. Journal of Organizational Behavior, 23(5): 605-633.
- Ahuja, J., & Webster, J. (2001). Perceived disorientation: An examination of a new measure to assess Web design effectiveness. Interacting with Computers, 14: 15-29.
- Chapman, D., & Webster, J. (2001). Rater correction processes in applicant selection using videoconference technology: The role of attributions. Journal of Applied Social Psychology. 31 (12): 2518-2537.
- Trevino, L. K., Webster, J., & Stein, E. (2000). Making connections: Complementary influences on communication media choices, attitudes, and use. Organization Science, 11: 163-182.
- Webster, J. (1998). Desktop videoconferencing: Experiences of complete users, wary users, and non-users. MIS Quarterly, 22 (3): 257-286.
- Dixon, T. L., & Webster, J. (1998). Family structure and the telecommuter's quality of life. Journal of End-User Computing, 10 (4): 42-49.
- Webster, J., & Hackley, P. (1997). Teaching effectiveness in technology-mediated distance learning. Academy of Management Journal, 40: 1282-1309.
- Webster, J., & Ho, H. (1997). Audience engagement in multimedia presentations. The DATA BASE for Advances in Information Systems, 28 (2): 63-77.
- Webster, J., & Compeau, D. (1996). Computer-assisted versus paper-and pencil administration of questionnaires. Behavior Research Methods, Instruments, & Computers, 28(4), 567-576.
- Webster, J., & Trevino, L. K. (1995). Rational and social theories as complementary explanations of communication media choices: Two policy capturing studies. Academy of Management Journal, 38, 1544-1572.
- Compeau, D., Olfman, L., Sein, M., & Webster, J. (1995). Issues and challenges in end-user training and learning. Communications of the ACM, 38 (7), 24-26.
- Webster, J., & Martocchio, J. J. (1995). The differential effects of software training previews on training outcomes. Journal of Management, 21, 757-787.

Martocchio, J. J., Webster, J., & Baker, C. R. (1993). Decision making in Management Information Systems research: The utility of policy capturing methodology. Behaviour & Information Technology, 12, 238-248.

Webster, J., Trevino, L. K., & Ryan, L. (1993). The dimensionality and correlates of flow in human-computer interactions. Computers in Human Behavior, 9, 411-426.

Webster, J., & Martocchio, J. J. (1993). Turning work into play: Implications for microcomputer software training. Journal of Management, 19, 127-146.

Glynn, M. A., & Webster, J. (1993). Refining the nomological network of the Adult Playfulness Scale: Personality, motivational and attitudinal correlates for highly intelligent adults, Psychological Reports, 72, 1023-1026.

Webster, J., & Martocchio, J.J. (1992). Microcomputer playfulness: Development of a measure with workplace implications. MIS Quarterly, 16, 201-226.

Martocchio, J.J., & Webster, J. (1992). Effects of feedback and playfulness on performance in microcomputer software training. Personnel Psychology, 45, 553-578.

Glynn, M. A., & Webster, J. (1992). The adult playfulness scale: An initial assessment. Psychological Reports, 71, 83-103.

Trevino, L. K., & Webster, J. (1992). Flow in computer-mediated communication: Electronic mail and voice mail evaluation and impacts. Communication Research, 19, 539-573.

Starbuck, W. H., & Webster, J. (1991). When is play productive? Accounting, Management and Information Technologies, 1, 71-90.

reprinted in: Starbuck, W. H. (2006). Chapter 11 of Organizational Realities. Studies of Strategizing and Organizing, NY, NY: Oxford University Press, pp. 257-275.

George, J. M., Brief, A. P., and Webster, J. (1991). Organizationally intended and unintended coping: The case of an incentive compensation plan. Journal of Occupational Psychology 64, 193-205.

Brett, J. F., Brief, A. P., Burke, M. J., George, J. M., and Webster, J. (1990). Negative affectivity and the reporting of stressful life events. Health Psychology, 9, 57-68.

Burke, M. J., Brief, A. P., George, J. M., Roberson, L., and Webster, J. (1989). Measuring affect at work: Confirmatory analyses of competing mood structures with conceptual linkage to cortical regulatory systems. Journal of Personality and Social Psychology, 57, 1091-1102.

George, J. M., Brief, A. P., Webster, J., and Burke, M. J. (1989). Incentive compensation as an injurious condition of work: A study of labelling. Journal of Organizational Behavior, 10, 155-167.

Dutton, J., and Webster, J. (1988). Patterns of interest around issues: The role of uncertainty and feasibility. Academy of Management Journal, 31, 663-675.

Brief, A. P., Burke, M. J., George, J. M., Robinson, B., and Webster, J. (1988). Should negative affectivity remain an unmeasured variable in the study of job stress? Journal of Applied Psychology, 73, 193-198.

Book Chapters/Reviews/Contributions

Watson, R., & Webster, J. (2020). Analyzing the past to prepare for the future: Writing a literature review A roadmap for release 2.0, Journal of Decision Systems, in press.

Elliot, S., & Webster, J. (2017). Special issue on empirical research on information systems addressing the challenges of environmental sustainability: An imperative for urgent action. Information Systems Journal, 27, 367–378 (Editorial).

Webster, J., Brown, G., Zweig, D., Connelly, C.E., Brodt, S., & Sitkin, S. (2008). Beyond knowledge sharing: Withholding knowledge at work. In Martocchio, J.J. (Ed.), Research in Personnel and Human Resources Management, Vol. 27, 1-37.

Zweig, D., Webster, J., & Scott, K. A. (2008). Making the decision to monitor in the workplace: Cybernetic models and the illusion of control. In Hodgkinson, G. P. & Starbuck, W. H. (Eds.), The Oxford Handbook of Organizational Decision Making, Oxford, England: Oxford University Press, 116-133.

Webster, J., & Staples, D. S. (2006). Comparing virtual teams to traditional teams: An identification of new research opportunities, In Martocchio, J.J. (Ed.), Research in Personnel and Human Resources Management, Vol. 25, 183-218.

Olnick Kutzschan, A., & Webster, J. (2006). HCI as MIS. In Zhang, P. & Galletta, D. (Eds.), Human-Computer Interaction and Management Information Systems: Foundations. Advances in Information Systems, Armonk, NY: M. E. Sharpe, Inc., 32-47.

Webster, J., & Watson, R. T. (2002). Analyzing the past to prepare for the future: Writing a literature review, MIS Quarterly 26 (2), xiii-xxiii. (Editorial).

Webster, J. (2001). In Lee, A. S., Research in Information Systems: What we haven't learned, MIS Quarterly 25 (4), xii-xiii. (Editorial)

Rice, R. E., & Webster, J. (2002). Adoption, diffusion, and use of new media. In C. Lin & D. Atkin (Eds.), Communication Technology and Society, Cresskill, NJ: Hampton Press, 191-227.

McKnight, H., & Webster, J. (2001). Collaborative insight or privacy invasion? Trust climate as a lens for understanding acceptance of awareness systems. In C. Cooper, S. Cartwright, & C. Earley (Eds.), Handbook of Organizational Culture and Climate, Chichester, England: Wiley, 533-555.

Webster, J. (1990). The relationship between playfulness of computer interactions and employee productivity. In K. Kaiser and H. J. Oppelland (Eds.), Desktop Information Technology, Amsterdam: Elsevier/North Holland, 357-372.

Webster, J., and Starbuck, W. (1988). Theory building in Industrial and Organizational Psychology. In C. L. Cooper and I. T. Robertson (Eds.), International Review of Industrial and Organizational Psychology, Chichester, England: Wiley, 93-138.

Portions reprinted in: Starbuck, W. H. (2006). A journey into disillusionment – discovering problems, Chapter 2 of The Production of Knowledge, NY, NY: Oxford University Press, pp. 40-50.

Conference Proceedings

Staples, S., Webster, J., & Lv, S. (2017). Comparing goal setting approaches to boost computer-related pro-environmental behaviors, European Conference on Information Systems, Guimarães, Portugal.

Bui, A., Veit, D., & Webster, J. (2015). Gamification – A novel phenomenon or a new wrapping for existing concepts? Thirty-Sixth International Conference on Information Systems, Fort Worth, Texas.

Corbett, J. & Webster, J. (2015). Organizational sensemaking and big data frames: Opportunity, control and data limitation, Hawaii International Conference on System Sciences, Kauai, Hawaii.

Ortiz de Guinea, A., & Webster, J. (2014). Overcoming variance and process distinctions in information systems research, Thirty-Fifth International Conference on Information Systems, Auckland, NZ.

Rogers, K., Jenkin, T. A., Corbett, J., & Webster, J. (2013). The effects of 'green' on IT/S projects: Recycling the garbage can model. Proceedings of the Forty-Sixth Hawaii International Conference on System Sciences (pp. 974-983), Maui, Hawaii, IEEE Computer Society < *best paper award*>.

- Ortiz de Guinea, A., & Webster, J. (2011). A model of coping with technological interruptions. Paper presented at the Hawaii International Conference on System Sciences, Kauai, Hawaii, IEEE Computer Society.
- Corbett, J., Webster, J., Pearce, J. Sayili, K., & Zelenika, I. (2010). Developing and justifying energy conservation measures: Green IT under construction. Paper presented at the Americas Conference on Information Systems, Lima, Peru <nominated for best paper>.
- Galletta, D., Lazar, J., Olson, J.S., Te'eni, D., Mantei Tremaine, M., & Webster, J. (2003). Finding common ground among HCI reference disciplines. Proceedings of the Second Annual Workshop on HCI Research in MIS (pp. 100-103), International Conference on Information Systems, Seattle, WA, Dec. 12-13.
- Chapman, P., Selvarajah, S., & Webster, J. (1999). Engagement in multimedia training systems. In R. H. Sprague, Jr. (Ed.), Proceedings of the Thirty-Second Hawaii International Conference on System Sciences (HICSS-32), January 5-8, 1999, Maui, Hawaii (CD-ROM), Institute of Electrical and Electronics Engineers, Inc. (IEEE).
- Niederman, F., & Webster, J. (1998). Trends in end-user training: A research agenda. In R. Agarwal (Ed.), Proceedings of the 1998 ACM SIGCPR Conference, Boston, MA, pp. 224-232.
- Webster, J., Trevino, L. K., & Stein, E. (1996). Personal nature and ambiguity as sources of message equivocality: An extension of media richness theory. In J. F. Nunamaker, Jr. and R. H. Sprague, Jr. (Eds.), Proceedings of the Twenty-Ninth Annual Hawaii International Conference on System Sciences, VOLUME III (pp. 34-40), Los Alamitos, CA: IEEE Computer Society Press.
- Webster, J. (1992). Group spontaneity. In A. L. Lederer (Ed.), Proceedings of the 1992 ACM SIGCPR Conference on Computer Personnel Research, April 5 - 7, Cincinnati, OH: Association for Computing Machinery, 259-267.
- Webster, J., Heian, J. B., & Michelman, J. E. (1990). Computer training and computer anxiety in the educational process: An experimental analysis. In J. I. DeGross, M. Alavi, & H. Oppeland (Eds.), Proceedings of the Eleventh International Conference on Information Systems. Copenhagen: ICIS, 171-182.
- Webster, J. (1988). Making computer tasks at work more playful: Implications for systems analysts and designers. In E. W. Awad (Ed.), Proceedings of the 1988 ACM SIGCPR Conference on the Management of Information Systems Personnel, College Park, Maryland, 78-87.
- Webster, J. (1988) Managing technical employees: The case of computer programmers. In L. R. Gomez-Mejia and M. W. Lawless (Eds.), Proceedings of Managing the High Technology Firm, Boulder, Colorado, 166-172.
- Webster (Phillips), J., Villano, M., Crowell, C. R., Setzer, M., and Miller, A. E. (1986). Typing versus menu selection for data entry: In search of the crossover point for maximum efficiency. Proceedings of the Academic Microcomputer Conference, Vol. II, Indianapolis, 157-169.
- Webster, J., and Dutton, J. (1986). Viewing the world through different lenses: The effect of job context on strategic issue diagnosis and communication. In H. G. Gueutal and M. J. Kavanagh (Eds.), Proceedings of the Eastern Academy of Management, 167-172.
- Webster, J. (1987). Paradigm development in Industrial and Organizational Psychology. In N. Domm (Ed.), Proceedings of the Eighth Annual I/O and O.B. Graduate Student Convention, Knoxville, TN, 155-156.

Conference Presentations

- Watson, R., & Webster, J. (co-chairs) (2020). AIS Senior Scholars' Panel on Sustainability, Panel to be presented at the *International Conference on Information Systems*, Hyderabad, India.
- Bernard, J.-G., Dennis, A., Galletta, D., Kahn, A., & Webster, J. (2019). Fake news: Social media and dissemination of false information, Panel presented at the *International Conference on Information Systems*, Munich, Germany.
- Karmakar, I., & Webster, J. (2018). Personalization of an environmental message: Developing a measure, *International Conference on Information Systems*, San Francisco, CA.
- Galletta, D., Lampe, C., Mark, G., Muller, M., Fui-Hoon Nah, F., & Webster, J. (2018). Bridging a bridge: Bridging two HCI communities together, Panel presented at *ACM CHI*, Montreal, Canada.
- Kahn, A., & Webster, J. (2017). Digital game narrative quality: Developing a measure. Paper presented at the *International Conference on Information Systems*, Seoul, South Korea.
- Rogers, K., Jenkin, T., Corbett, J., & Webster, J. (2015). Recycling the garbage can model: Accepting tensions and allowing for paradox in green projects, *Academy of Management Paper Development Workshop on Paradoxes in Corporate Sustainability: Managing Tensions between Social, Economic, and Environmental Issues*, Vancouver, BC.
- Oppong-Tawiah, D., Webster, J., Staples, S., Cameron, A.F., and Ortiz de Guinea, A. (2014). Encouraging sustainable energy use in the office with persuasive mobile information systems, *Thirty-Fifth International Conference on Information Systems*, Auckland, NZ.
- Tay, K.K., Webster, J., and Staples, S. (2014). Exploring the influence of individual differences on employees' pro-environmental behaviors, paper presented at the *Academy of Management Meetings*, Philadelphia, PA.
- Tay, K.K., Webster, J., and Staples, S. (2014). Using the power of words to encourage employees' pro-environmental behaviors, paper presented at the *Academy of Management Meetings*, Philadelphia, PA.
- Webster, J. (2014). Green information systems: Fad, greenwashing, or authentic? Invited presentation for the IS division of the *Administrative Sciences Association of Canada*, Huntsville, ON.
- Corbett, J., Webster, J., Boudreau, M.-C., & Watson, R. T. (2010). Defining the role for information systems in sustainability measurement, Paper presented at the SIGGreen Workshop, *Thirty First International Conference on Information Systems*, St. Louis, MO.
- Branker, K., Corbett, J., Webster, J., & Pearce, J. (2010). Engineering service learning with green information technology and systems (ITS) projects. Paper presented at the *Canadian Engineering Education Association Conference*, Kingston, Canada.
- Jenkin, T., Webster, J., & McShane, L. (2009). An agenda for 'green' information technology and systems research, Paper presented at the *Academy of Management Meetings*, Chicago, IL.
- Webster, J. (Chair), Boudreau, M-C, Donnellan, B., Elliot, S., Huber, M. W., Jenkin, T., & Sheridan, C. (2009). A call for action in tackling environmental sustainability through green information technologies and systems, Panel presented at the *European Conference on Information Systems*, Verona, Italy.
- Aslani, S., Staples, S., & Webster, J. (2007). The moderating role of emotional conflict on virtual negotiations, Paper presented at the *Academy of Management Meetings*, Philadelphia, PA.
- Santhanam, R., Sasidharan, S., & Webster, J. (2007). Improving technology mediated learning performance of information technology training courses for a global audience, Paper presented at the

Eighth Annual Global Information Technology Management Association World Conference (GITMA), Naples, Italy.

Webster, J. (2006). Panelist for a symposium on "MIS theory building: The state of the art", Haggerty, N. & Rivard, S. (Chairs), Administrative Sciences Association of Canada, Banff, Alberta.

Connelly, C., Zweig, D., & Webster, J. (2006). Knowledge hiding in organizations. Paper presented as part of the symposium "Don't say a word: Explaining employees' withholding of knowledge from coworkers" (David Zweig, Chair), the Society for Industrial and Organizational Psychology Conference, Dallas, TX.

Ortiz de Guinea, A., Webster, J., & Staples, D. S. (2005). A meta-analysis of the virtual teams literature. Paper presented at the Symposium on High Performance Professional Teams, Industrial Relations Centre, Queen's University, Canada, Oct. 12, 2005.

Cameron, A.F., & Webster, J. (2004). Polychronic communication, help or hindrance? The consequences of multiple conversations at once. Paper presented as part of a symposium on "Ring, Beep, Buzz: Understanding and Managing Multiple, Simultaneous E-Communications", A.F. Cameron (Chair), Academy of Management Meetings, New Orleans, LA.

Zweig, D., Cameron, A.F., & Webster, J. (2003). Are all virtual presence technologies alike? Uncovering different patterns of privacy and fairness concerns. Paper presented as part of a symposium on "Surveillance, Awareness, and Connectedness: New forms of presence in wired and wireless workplaces," E.A. Douthitt (Chair), Academy of Management Meetings, Seattle, WA.

Cameron, A. F. & Webster, J. (2003). Instant messaging systems in corporate environments. ASAC Conference, Halifax, NS. (Honourable Mention Award)

Webster, J., & Wong, W. (2003). Group identity, trust, and communication in naturally-occurring project teams. Paper presented at the 18th Annual Conference of the Society for Industrial/Organizational Psychology, Orlando, FL.

Zweig, D., & Webster, J. (2002). Personality as a moderator of monitoring acceptance. Paper presented at the Academy of Management Meetings, Denver, Colorado.

Chapman, D. S., Uggerslev, K. L., & Webster, J. (2002). Applicant reactions to technology-mediated interviews: A field investigation. Paper presented at the 17th Annual Conference of the Society for Industrial/Organizational Psychology, Toronto, Canada.

McKnight, H., & Webster, J. (2001). How trust climate affects reactions to awareness systems. Paper presented as part of symposium "The Cultures of Future Organizations" (W. H. Starbuck, Chair), Academy of Management Meetings, Washington, DC.

Zweig, D., & Webster, J. (2001). Accepting awareness monitoring systems: Can technology overcome psychology? Paper presented as part of the Symposium entitled "Design considerations in electronic monitoring and surveillance systems", B. J. Alge (Chair) at the 16th Annual Conference of the Society for Industrial/Organizational Psychology, San Diego, CA.

Michela, J., Webster, J., Burke, W. W. (2000). Social network analysis in organizational diagnosis. Paper presented at the Academy of Management Meetings, Toronto, Canada.

Ahuja, J., & Webster, J. (2000). The influence of navigation systems on users' disorientation and intentions to use Web sites. Paper presented at the Network for the Evaluation of Education and Training Technologies 2000 Conference, June 2000, Cornwall, ON.

Zweig, D., Webster, J., & Wiles, H. (2000). An examination of personality factors and the tri-dimensional nature of goal orientation. Paper presented at the Network for the Evaluation of Education and Training Technologies 2000 Conference, June 2000, Cornwall, ON.

Zweig, D., & Webster, J. (2000). Are goal orientation and self-efficacy different? A validation of scales. Paper presented at the 15th Annual Conference of the Society for Industrial/Organizational Psychology, New Orleans.

Zweig, D., & Webster, J. (2000). Enhancing collaboration and performance: Is benign surveillance the answer? Paper presented at the Canadian Psychological Association Annual Meeting.

Chapman, D., & Webster, J. (2000). A longitudinal approach to understanding applicant reactions and job choice: Does procedural justice matter? Symposium presented on "New Directions for Applicant Reactions Research", R. E. Ployhart, Chair, at the 15th Annual Conference of the Society for Industrial/Organizational Psychology, New Orleans.

Chapman, D., & Webster, J. (1999a). Rater correction processes in applicant selection using videoconference technology: The role of attributions. Paper presented at the Academy of Management Meetings, Chicago, IL.

Chapman, D., & Webster, J. (1999b). The role of social cognition on rater evaluations of job applicants: When do interviewers adjust ratings to account for situational influences? Paper presented at the Academy of Management Meetings, Chicago, IL.

Zweig, D., & Webster, J. (1999). Learning how to learn: The role of goal orientation in enhancing training outcomes. Paper presented at the Network for the Evaluation of Education and Training Technologies '99 Conference, May 1999, Sackville, NB.

Chapman, D., Rowe, P., & Webster, J. (1999). Modeling applicant reactions to selection interview structure and communication medium: Signal detection, justice or meta-perception? Symposium presented at the 14th Annual Conference of the Society for Industrial/Organizational Psychology (R. Dipboye, Chair), Atlanta, GA.

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Webster, J. (1992). Group spontaneity. Paper presented at the ACM SIGCPR Conference, Cincinnati, OH.

Webster, J., and Martocchio, J. (1990). A construct validity assessment of a computer playfulness measure. Paper presented at the Academy of Management Meetings, San Francisco, CA.

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Outstanding Reviewer Award from the International Journal of Sustainability in Higher Education, 2016

Board of Advisors for MIS Quarterly, Theory and Review

Faculty mentor for the 2014 Australasian Conference on Information Systems Doctoral Consortium

Program Co-Chair, 2007 International Conference on Information Systems (ICIS), Montreal, Quebec

Track Co-chair for the International Conference on Information Systems, 2005, 2016

AE for the International Conference on Information Systems, 2009, 2011, 2014, 2015, 2017, 2018, 2019

AE for the European Conference on Information Systems, 2011

Junior Faculty Workshop Co-Chair, 2010 International Conference on Information Systems, St. Louis, Missouri; Leader for Junior Faculty Consortium, International Conference on Information Systems, 2001

VP Publications, the Association for Information Systems, 2005-2007

Reviewer for the best paper award for ICIS, 2006 and for OCIS (organizational communication and information systems) division of the Academy of Management, 1994

Faculty Mentor at the Doctoral Consortium of the ASAC Conference, 2017; Discussant at the ASAC Conference, 2003, 2005; Session chair at the ASAC Conference, 2004, 2011

Elections committee of the Academy of Management's OCIS division, 2004-2005

Discussant at the Academy of Management, Miami, August 1991

Program Committee for the International Conference on Information Systems, 1993, 1994, 1999, 2000, 2001, 2004, 2005, and 2007

Discussant at the International Conference on Information Systems, 1991, 2004, 2015; Session chair at the International Conference on Information Systems, 1993, 1994, 1999, 2001, 2010

Reviewer for International Conference on Information Systems' 1993 Doctoral Dissertation Contest

Reviewer for the Social Sciences and Humanities Research Council of Canada, 1997, 1998, 1999, 2001, 2002, 2003, 2008

External reviewer for The Research Grants Council, Hong Kong, 2000

Reviewer for Decision Sciences Institute's "Elwood S. Buffa Doctoral Dissertation Competition", 1998

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