

ACADEMIC PROFILE

Human–AI and Digital Technology scholar with extensive experience at the intersection of algorithmic management, AI agents in organizations, and digital transformation. Over two decades of combined academic, industry, and senior leadership experience, with a strong record in teaching excellence, applied AI systems, and interdisciplinary research. Research agenda focuses on how AI systems reshape managerial authority, employee behavior, trust, and organizational outcomes.

RESEARCH INTERESTS

- AI Agent-Managers and Algorithmic Management
- Human–AI Work Systems and Decision-Making
- Trust, Fairness, and Transparency in AI-Driven Organizations
- Organizational Adoption and Governance of LLM Systems
- Socio-Technical Design of AI-Enabled Knowledge Systems (RAG, AI Assistants)
- Digital Technology, AI, and Inclusive Entrepreneurship

EDUCATION

- **Doctor of Technology (Ph.D.)**, Capitol Technology University, USA (2003 – 2026). Dissertation: *Interpretative Phenomenological Analysis of AI Agent-Managers and Their Influence on Employee Behavior*
- **Doctoral Coursework (completed with an average A grade across 12 courses)**
Smith School of Business, Queen's University, Canada (2020–2023)
Focus: Digital Technology and Start-Ups, Entrepreneurship, and Organizational Systems
- **Master of Business Administration (MBA)**
Cornell University, S.C. Johnson Graduate School of Management, USA (2013 - 2015)
- **Master of Business Administration (MBA)**
Smith School of Business, Queen's University, Canada (2013 -2015)
- **Master of Arts (Economics)**
Queen's University, Canada (2008 - 2009)
- **Master of Science (Chemical Engineering) - with research**
Queen's University, Canada (2003 -2006)
- **Bachelor of Science (Chemical Engineering)**
Obafemi Awolowo University, Nigeria (1995 - 2001)

TEACHING EXPERIENCE

Assistant Professor (Term Adjunct)

MBAS 840 – Introduction to Digital Business

Smith School of Business, Queen's University (Summer 2026, Summer 2027)

Introduces MBA students to the strategic implications of digital technologies, artificial intelligence, analytics, and digital transformation for organizations and society.

- Appointed to teach the course in the Full-Time MBA Program.
- Designed learning activities that connect digital technologies with strategic and organizational decision-making.
- Integrates contemporary applications of artificial intelligence, analytics, and digital innovation into course delivery.
- Facilitates case-based and experiential learning to strengthen students' digital business capabilities.

Term Adjunct Instructor

COMM 190 – Introduction to Digital Business and Technologies

Smith School of Business, Queen's University (Winter 2024, Winter 2025, Winter 2026, Winter 2027)

COMM 190 is designed to provide all Commerce students in the Smith School of Business with the knowledge, insights, frameworks, and skills necessary to understand how digital technologies, processes, data, and people interact within information systems (IS). In particular, the course focuses on how such orchestrated systems can be leveraged in value-adding ways in organizations.

- Taught multiple sections of COMM 190
- Designed learning activities incorporating generative AI tools and analytics
- Supervised teaching assistants and contributed to curriculum coordination

Term Adjunct Instructor

Business Decision Models (MBUS 862), Smith School of Business, Queen's University (Fall 2025)

Examined the formulation and application of mathematical decision models in business, industry, and government, emphasizing problem structuring, solution methods, spreadsheet-based analytics, and interpretation of results for managerial decision-making. Integrated practical analytics and artificial intelligence applications—including Python programming and large language models through applied assignments and a collaborative team project to strengthen data-driven decision-making skills.

- Taught two sections of the course in the EMBA Americas Program.
- Designed learning activities that engaged adult learners.
- Supervised teaching assistants and contributed to curriculum coordination
- Recognized for strong pedagogical clarity and student engagement

Professor and Program Coordinator, Business Analytics, St Lawrence College Kingston (2017 – 2020)

Professor (Part-Time), Laurentian University Bachelor of Business Administration Program (2014 – 2017)

Led the development, design and implementation of a novel Business Analytics Post-Graduate Certificate program at St Lawrence College. Other accomplishments include:

- Developed Course Learning Outcomes (CLOs) for various courses in the Business Analytics Post-Graduate Certificate program and demonstrated the link between course assessments and course learning outcomes with the vocational learning outcomes.
- Developed and taught the following courses:
 - **Computer Applications (COSC1702)**, Bachelor of Business Administration (BBA) Program, Laurentian University (offered through St. Lawrence College) (2014).
 - **Operations Management (ADMN4046)**, Bachelor of Business Administration (BBA) Program, Laurentian University (offered through St. Lawrence College) (2015 - 2018).
 - **Introduction to Management Science (ADMN2607)**, Bachelor of Business Administration (BBA) Program, Laurentian University (offered through St. Lawrence College) (2016 - 2018).
 - **Innovation and Change Management (ADMN5000)**, HealthCare Administration Graduate Certificate Program, St. Lawrence College, Kingston, Ontario, Canada (2017).
 - **Applied Management Science (ADMN5002)**, Business Analytics Graduate Certificate Program, St. Lawrence College, Kingston, Ontario, Canada (2017 - 2018).
 - **Business Intelligent Applications (COMP5003)**, Business Analytics Graduate Certificate Program, St. Lawrence College, Kingston, Ontario, Canada (2017 - 2018).
 - **Data Acquisition, Analysis and Modelling Techniques (ADMN5003)**, Business Analytics Graduate Certificate Program, St. Lawrence College, Kingston, Ontario, Canada

(2017 - 2018).

- **Operations and Supply Chain Analytics (ADMN5005)**, Business Analytics Graduate Certificate Program, St. Lawrence College, Kingston, Ontario, Canada (2018).
- **Strategic Analytics (ADMN5011)**, Business Analytics Graduate Certificate Program, St. Lawrence College, Kingston, Ontario, Canada (2018 - 2020).
- **Operational Analytics II (ADMN5010)**, Business Analytics Graduate Certificate Program, St. Lawrence College, Kingston, Ontario, Canada (2018-2020).

Selected Management, Leadership & Entrepreneurial Experiences

President and Chief Artificial Intelligence Officer, Informanos Analytics and Artificial Intelligence, Ontario, Canada (2024-Current)

- **Client Engagements:** Worked with top law firms in the US, and Canada like Morgan Lewis, WilmerHale, and Tory to develop feedback platforms for employees. Built database and platforms with tools like SQL, PHP, Java, and using Amazon Web Services for storage. Also generated feedback reports for clients leveraging Python, PHP, and spreadsheet models for report generation.
- **Strategic Acquisition:** Led the acquisition of a half-million-dollar technology company to support organizational growth.
- **AI Platform Development:** Spearheading the development of an AI-driven platform to position the organization for scalable growth at optimal cost. Working in collaboration with Volta Inc. to develop customer centric platform.
- **AI-Driven Advanced Analytics:** Leading the creation of an AI-driven advanced analytics platform tailored to meet the needs of customers like Morgan Lewis.
- **AI Product Innovation:** Coordinating the development of AI-driven products to enhance the customer experience and maximize profit.
- **AI Training program:** Developed and implemented global AI training program with learners from across the world. Currently running Cohort 4 of the program. Partnered with KEYS in Kingston to deliver Cohort 5 to newcomers to Kingston, Ontario. Also teaching in AI Engineering program in collaboration with 1 Million Teachers Technical and Leadership Institute.

CEO and Chief Analytics Officer, EBCHIM Strategy and Innovation Research, Kingston, ON (2014-2024)

- **Strategic Foundations:** Founded an analytics and artificial intelligence (AI) consulting company focused on helping small businesses design and implement data analytics and AI strategies to achieve their business goals.
- **Public Speaking:** Delivered presentations on artificial intelligence, analytics, and the future of work at various events, including: 2019 Human Resources Professional Association (HRPA) National Conference, the Toronto Association of Systems and Software Quality (TASSQ), International Institute of Business Analysis (IIBA), Export Development Canada (EDC), Sault College, Canadian Management Consulting Conference (Catalyst 2020), etc,
- **Training Development:** Developed and implemented business intelligence and artificial intelligence training programs for businesses.

Dean, Faculty of Business and Community Services, St Lawrence College (Interim) (2023 – 2024)

As the tri-campus Dean of the Faculty of Business and Community Services (FBCS), responsible for 51% of the student population at St. Lawrence College and managing an annual budget of approximately \$40M. Provides leadership and mentorship to three Associate Deans and the Manager of Academic

Operations for FBCS. Key accomplishments include:

- **AI Guidelines Development:** Led the development of Artificial Intelligence Guidelines and Policy for St. Lawrence College.
- **Future Proof Workshops:** Launched a series of workshops to engage FBCS faculty on the future of work, focusing on how to future-proof curriculum and student learning experiences in light of AI tools (such as ChatGPT) and other emerging workplace trends.
- **Collaborative Initiatives:** Facilitated discussions with other educational institutions to promote collaboration and potential joint programming.
- **International Collaboration:** Developed and implemented a workshop on Artificial Intelligence and the Future of Technology-Enabled Education for delivery at a conference in Yucatan, Mexico, in collaboration with international partner institutions in Mexico.
- **Data-Driven Decision Making:** Leveraged data analytics to enhance decision-making within FBCS. Engaged student employees and placement students to develop Power BI dashboards for operational needs.

Associate Dean, School of Business, St Lawrence College Kingston, Cornwall, Brockville (2020–2023)

Responsible for overseeing over 200 full-time and part-time business faculty members across the Kingston, Cornwall, and Brockville campuses. The School of Business at St. Lawrence College offers more than 40 diverse programs that reflect the evolving business landscape and prepare students to be leaders in their fields. Oversaw the growth of the school, with revenue increasing from \$17M to \$28M. Key accomplishments include:

- **Global Webinar Series:** Led the development of the NEXT Webinar Series, which has positioned the School of Business on the global map. This series has attracted more than 300 participants from 20 countries and 15 unique industries.
- **Digital Strategy Implementation:** Led the implementation of a digital strategy to enhance the School of Business's digital footprint, outreach, and promotion.
- **Curriculum Integration:** Led the integration of the School of Business curriculum across the three campuses and effectively managed the change of program leadership for the aligned programming.
- **Course Development:** Led the development of a Business Intelligence and Emerging Technology course to enhance literacy in these areas for all students in the School of Business.

Founding Board of Directors (2023- Present), The Black Entrepreneurship Ecosystem for Southeastern Ontario (BEE)

The Black Entrepreneurship Ecosystem for Southeastern Ontario (BEE) is a not-for-profit organization. BEE was established to help spark the entrepreneurial spirit among potential black entrepreneurs and to help accelerate the growth of Black-owned businesses in Southeastern Ontario. This organization was set up because of the need to help identify, support, and create programs and services to help black entrepreneurs in this region overcome the unique challenges they face.

Member of the Board of Directors, and Member of the Finance Committee (2021– Current), Kingston Economic Development Corporation

Kingston Economic Development Corporation was established in 1998 as a separately incorporated not-for-profit agency. The Kingston Economic Development Corporation's success is based on the attraction of new business, the growth and retention of existing businesses and tourism opportunities as measured by the resulting economic impact on our community. Kingston's Economic Development Corporation oversees Attraction & Aftercare, Business Growth & Retention, and Start-ups & Youth Business

Portfolios.

Management roles in Group Solutions (Analysis, Underwriting, New Business, Amendments), Empire Life Insurance Company, Kingston, Ontario, Canada (2010 – 2017)

Provided leadership to a team of about 39 individuals, with two supervisors reporting to me. Members of the Underwriting team were located in different parts of the country – Kingston, Montreal, Toronto, Burlington, Calgary, and Richmond (BC). Also provided leadership to the analytics team in Group solutions.

Selected Publications, Conferences, Reports, Manuscripts in Pipeline

Manuscripts in Preparation

- *Digital Technologies, Startups, and the Emergence of Agentic AI (Manuscript in preparation; extending earlier research conducted at the Smith School of Business, Queen's University)*
- *Being Managed by an AI-Agent: Employees' Lived Experiences of AI Agent-Managers*
- *Trust, Fairness, and Sensemaking in Agentic Algorithmic Management*

Book Project (In Progress)

- *Help! My Manager is an AI* (Planned completion: December 2026)

Refereed Journal and Conference Papers

- Egbunonu, Patrick, and Yolande E. Chan. "Digital Entrepreneurship: Start-Ups' Adoption of Digital Technologies." Extended Abstract in the Proceedings of the Creative Spark Berlin Paper Development Workshop on "Resilience and Digital Entrepreneurship", Berlin, Germany, November 2021.
- Egbunonu, Patrick, and Yolande Chan. "Digital Technologies and Start-Ups: An IS Literature Review." Paper in the Proceedings of the Annual Conference of the Administrative Sciences Association of Canada, held virtually, June 2021.
- Graton, G., Guay, M., Egbunonu, P.C., Arinez, J., 'Stochastic Flow Model-Based Representation of System-level Manufacturing Quality'. ASME International Conference on Manufacturing Science and Engineering, Atlanta, USA, 2007.
- Graton, G., Guay, M., Egbunonu, P.C., Arinez, J., 'Stochastic Flow Model-Based Representation of System-level Manufacturing Quality'. ASME International Conference on Manufacturing Science and Engineering, Atlanta, USA, 2007.
- Egbunonu, P.C., Guay, M., 'A combined approach to system identification of a class of hybrid system'. International Symposium on Advanced Control of Chemical Processes, Gramado, Brazil, 2006.
- Egbunonu, P.C., Guay, M., 'Identification of Switched Linear Systems using Subspace and Integer Programming techniques. Nonlinear Analysis: Hybrid Systems and Applications C series, USA, 2006

Conference presentations

- Johnson, J.M., Cukier, W. Egbunonu, P.C, 'The Impact of U.S. Tariffs on Canadian Women Entrepreneurs', AIB-Canada Chapter Conference, Kingston, Ontario, August 2025.
- Egbunonu, P.C., Guay, M., 'A combined approach to system identification and model predictive control of hybrid system'. Canadian Chemical Engineering Conference, Ottawa, Ontario, Canada. October 2008.
- Egbunonu, P.C, M. Guay, Guillaume Graton' Modeling and System Identification of Hybrid Manufacturing Systems'. Canadian Chemical Engineering Conference, Sherbrooke, Quebec, Canada. October 2006.

- Egbunonu, P.C, M. Guay, 'Identification of Switched Linear Systems using Subspace and Integer Programming techniques'. International Conference of Hybrid Systems and Applications, Lafayette, LA, USA. May 2006.
- Egbunonu, P.C, M. Guay, 'Hybrid System Identification'. Canadian Chemical Engineering Conference, Toronto, Ontario, Canada. October 2005.
- Egbunonu, P.C., Guay, M., 'System Identification of Hybrid Systems'. Presented at the annual Graduate Students' Conference on Optimization, Statistics and Control, Kingston, 2004.

Thesis/Essay

- Egbunonu, P.C.' Economic Cost Benefit Analysis of Renewable Energy Project in Developing Country'. Master of Arts (Economics) Essay, 2009.
- Egbunonu, P.C.' Identification of Hybrid Systems: Subspace and Integer Programming Technique'. Master of Science (Engineering) Thesis, 2006.
- Egbunonu, P.C.' Application of Pinch Analysis to the Fluid Catalytic Cracking Unit (FCC), Port Harcourt Refinery, Nigeria'. Bachelor of Science Thesis, 2001.

Industry Based Reports/Presentations

- Cukier, W., McCallum, K.E., Egbunonu, P., Bates, K., 'The Mother of Invention: Skills for Innovation in the Post-Pandemic World'. The Diversity Institute in collaboration with the Future Skills Centre and the Public Policy Forum, Canada, 2021.
- M. Guay and P. Egbunonu. "Real-Time Decision-Making Support in Manufacturing Systems", General Motors of Canada, Ltd (GM), Research and Development Science Office Oshawa, Ontario, Canada. 2006
- P. Egbunonu and M. Guay, "Application of the dynamic First Time Quality (FTQ) model to data from Zone 2 of the General Motors (GM) St.Catharines engine assembly plant"- 2005.

REVIEWER AND CHAIR RESPONSIBILITIES

- Reviewer for the Americas Conference on Information Systems (AMCIS 2025, AMCIS 2023, AMCIS 2021).
- Reviewer for the Administrative Sciences Association of Canada (ASAC 2023, ASAC 2021).
- Reviewer for the Journal of Business & Information Systems Engineering (2021)
- Reviewer for the Journal of Business & Information Systems Engineering (2021).
- Reviewer for MIS Quarterly Executive (MISQE, 2021).
- Chair for the "Digital and Social Commerce" session at the Administrative Sciences Association of Canada (ASAC 2021).

SELECTED AWARDS

- 2026 Business Person of the year Award, Greater Kingston Chamber of Commerce
- Community Builder Award, KEDCO & KEYS (2025)
- SSHRC Doctoral Award (2023-2025)
- Queen's Award (2020/2021)
- Awards-winning Toastmaster (2018/2019)
- SGPS Contribution Award (2006) (Given to a Graduate or a Professional Student who must have made a significant contribution to other graduate and professional students and/or Queen's Community).
- Queen's Graduate Award (2003-2006)

- Queen's University Graduate Student Conference Award (2005,2008)
 - Chevron Nigeria Limited Scholarship Award (1997-2001)
 - Arthur Anderson Honors List (1996/1997)
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Past and Current Volunteer and Community Activities

- Director, Kingston Economic Development Corporation, Ontario (2021-Current).
- Director, Black Entrepreneur Ecosystem, South-Eastern Ontario (2023- 2025).
- Chair, Data Analytics Group, Workforce and In-migration Strategy, Kingston, ON (2017- 2019).
- Strategic Advisor, Big Data and Artificial Intelligence Club, SLC Kingston, ON (2017 – 2019).
- Director, Sustainable Kingston Corporation, Kingston Ontario (2012-2013).
- Member, United Way Citizens Review Panel, Kingston, Ontario (2010).

TECHNICAL SKILLS

Python, R, SQL, PHP, SPSS, SAS, Stata, Tableau, Power BI, Salesforce, MATLAB, Generative AI Platforms.