Curriculum Vitae

Dr. Stephanie Kelley

Scotiabank Professor in Innovations in Business Technology
Assistant Professor, Management Science, Sobey School of Business, Saint Mary's University
Halifax, Nova Scotia, Canada

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FACULTY EXPERIENCE

2023 – Present	**Assistant Professor, Management Science** Sobey School of Business, Saint Mary's University
2022 – 2023	**Assistant Professor, Operations Management** Ivey Business School, The University of Western Ontario

RESEARCH LAB AFFILIATIONS

2024 – Present	**Founding Member**, Digital Ethics Lab, Universidad Europa (Madrid)
2023 – Present	**Associate,** Governance and Responsible Artificial Intelligence Lab (GRAIL), Purdue University

EDUCATION

2017 – 2022	**Ph.D., Management Analytics** Smith School of Business, Queen's University Thesis title: Understanding and Preventing Artificial Intelligence Ethics Challenges in Financial Services Organizations Supervisors: Dr. Yuri Levin & Dr. Anton Ovchinnikov
2017	**Masters of Management Analytics (MMA)** Smith School of Business, Queen's University
2012	**Bachelor of Commerce (with Honours)** Smith School of Business, Queen's University
2011	*Exchange Program: University of Strathclyde, Glasgow, Scotland*

PUBLICATIONS
PEER-REVIEWED PUBLICATIONS
Kelley, S., Ovchinnikov, A., Hardoon, D., Heinrich, A. (2022) Antidiscrimination Laws, AI, and Gender Bias: A Case Study in Nonmortgage Fintech Lending. <u>Manufacturing & Service Operations Management</u>, Special Issue on Responsible Research. 24(6):2797-3306 (*ABDC A**)
- As of April 2024, this paper is 1 of 6 "Top Read" papers in the journal

Publication awards and recognition:
- 2023 Best Paper in the Manufacturing & Service Operations Management (MSOM: *ABDC A**) Interface of Finance, Operations, and Risk Management (iFORM) Special Interest Group (SIG) Competition
- International Research Centre on Artificial Intelligence under the auspices of UNESCO 2022-2023 Top 100 AI solutions for reaching the 17 SDGs
- Semi-finalist in the 2022 MSOM Responsible Operations competition

Popular press articles about this publication:
- Removing Demographic Data Can Make AI Discrimination Worse, <u>Harvard Business Review,</u> March 6, 2023.
- How Anti-Discriminatory Measures Can Worse AI Bias, <u>INSEAD Knowledge</u>, November 2023

Kelley, S. (2022) Employee Perceptions of the Effective Adoption of AI Principles. <u>Journal of Business Ethics</u>, Special Issue on Business Ethics in the Era of Artificial Intelligence. (178): 871-893 (*ABDC A*)
Popular press articles about this publication:
- The Route to Trusted AI: What the financial services sector can teach us about preparing for the age of artificial intelligence. <u>Smith Business Insight,</u> May 12, 2021

ACCEPTED WORKS IN PRESS
Schiff, D**., Kelley, S.**, Camacho Ibanez, J. (2024) The Emergence of Artificial Intelligence Ethics Auditing. Big Data & Society. *<u>All authors contributed equally</u> (5-year impact factor 9.2, not listed on ABDC)*

Jenkin, T., **Kelley, S.**, Ovchinnikov, A., Ying, C. (2024) Explanation Seeking and Recommendation Adherence in Human-to-Human versus Human-to-Artificial Intelligence Interactions. Decision Sciences Journal, Special Edition on Artificial Intelligence Decision Making. *<u>All authors contributed equally</u>* (*ABDC A**)

WORKS UNDER ADVANCED ROUND REVIEW
None at this time

WORKS UNDER REVISION
Kelley, S., Ovchinnikov, A., Ramolete, G.I., Sureshbabu, K.K., Heinrich, A. Tailoring Explainable Artificial Intelligence: User Preferences and Profitability Implications for Firms. For resubmission to Management Science. (*ABDC A**)

WORKS UNDER FIRST ROUND REVIEW
None at this time

WORKS IN PROGRESS (<u>underline</u> signifies a solo-supervised graduate student, <u>underline</u> signifies a co-supervised graduate students)
Kelley, S., Jenkin, T., Ovchinnikov, A. Can AI Even give me an Explanation? Explanation Availability and Understanding in Human AI Collaboration. For submission to Operations Research (*ABDC A**)

Patil, I., Schiff, D., **Kelley, S**. Camacho Ibanez, J. The (Missing) Role of Ethics Principles in AI Ethics Auditing. For submission to AI and Ethics.

Schiff, D., Schiff, K., **Kelley, S**., McCrain, J., Adams, I. Ethical Consideration for AI in Human Resource Decisions. For submission to Proceedings of the National Academy of Sciences. *(not listed on ABDC, 5-year impact factor 9.9)*

Kelley, S., Bheekhee, D. Developing a Checklist to Reduce Unethical Applications of Artificial Intelligence in the Legal Community.

Kelley, S. Developing a Measure of AI Ethics Principle Implementation.

INVITED CONFERENCE PRESENTATIONS (*presenter) (underline signifies a co-supervised graduate student)

Kelley, S.*, Bheekhee, D. (2025, April) Developing a Checklist to Reduce Unethical Applications of Artificial Intelligence in the Legal Community. Scheduled to be presented at the 2025 Midwest Political Science Association Annual Meeting, Chicago, IL, US.

Kelley, S.*, Ovchinnikov, A., (2024, October) *The Role of Explainable Artificial Intelligence in Influencing Loan Officer Behaviour.* Scheduled to be presented at the INFORMS 2024 Annual Meeting, Seattle, WA, US.

Schiff, D.*, Schiff, K., **Kelley, S**., McCrain, J., Adams, I. (2024, September) *Ethical Considerations for AI in Human Resource Decisions.* 2024 American Political Science Association Annual Meeting, Philadelphia, PA, US.

Kelley, S.*, Jenkin, T., Ovchinnikov, A. (2024, June) *Can AI Even Give Me an Explanation?* 2024 Canadian Operations Research Society Annual Meeting, London, ON, CA.

Camacho Ibanez, J.*, Schiff, D., Patil, I., Kelley, S. (2024, June) *Shaping the Future of AI Governance: Challenges, Drivers, and Recommendations for Ethical Auditing Practices.* Presented at the XXXI European Business Ethics Network, Cáceres, Spain.

Kelley, S.*, Ovchinnikov, A., Heinrich, A. (2024, April) *Using Explainable Artificial Intelligence to Improve Credit Access.* Presented at the 2024 Production and Operations Management Annual Meeting, Minneapolis, MN, US.

Patil, I.*, Schiff, D., **Kelley, S**., Camacho Ibanez, J. (2024, April) *Operationalizing Ethics in AI Ethics Auditing.* Presented at the 81st Annual Midwest Political Science Association Conference, Chicago, IL, US.

Patil, I.*, Schiff, D., **Kelley, S**., Camacho Ibanez, J. (2024, February) *Operationalizing Ethics in AI Ethics Auditing: Drivers and Challenges.* Presented at the 2024 Association of Practical and Professional Ethics Conference, Cincinnati, OH, US.

Jenkin, T., **Kelley, S.**, Ovchinnikov, A., Ying, C*. (2023, November) *Explanation Seeking and Recommendation Adherence in Human-to-Human versus Human-to-Artificial Intelligence Interactions.* Presented at the 2023 Decision Sciences Institute Annual Conference, Atlanta, GA, US.

Schiff, D.*, Schiff, K.J., **Kelley, S**., McCrain, J., Adams, I.T. (2023, November) *Ethical Considerations for AI in Local Government HR Management.* Presented at the 2023 Association for Public Policy Analysis & Management Fall Conference, Atlanta, GA, US.

Jenkin, T., **Kelley, S***., Ovchinnikov, A., Ying, C. (2023, October*) Improving the effectiveness of human-AI collaboration.* Presented at the INFORMS 2023 Annual Meeting, Phoenix, AZ, US.

Jenkin, T., **Kelley, S.**, Ovchinnikov, A., Ying, C*. (2023, June) *Explanation Seeking and Recommendation Adherence in Human-to-Human versus Human-to-Artificial Intelligence Interactions.* Presented at the 16th Annual Behavioural Operations Management Conference, Baltimore, MD, US.

Kelley, S.*, Ovchinnikov, A., Heinrich, A. (2022, December) *Tailoring Explainable Artificial Intelligence in Practice.* Presented at the 2022 Conference on Artificial Intelligence, Machine Learning, and Business Analytics, Harvard Business School, Boston, MA, US.

Kelley, S.*, Ovchinnikov, A., Heinrich, A. (2022, November) *Using Analytics to Develop Explainable Artificial Intelligence Solutions for Lenders.* Presented at the 2022 Decision Sciences Institute Annual Conference, Houston, TX, US.

Kelley, S.* & Ovchinnikov, A. (2022, October) *Explainable AI for Employees: Loan Officer Preferences and Profitability Implications for Firms.* Presented at the INFORMS 2022 Annual Meeting, Indianapolis, IN, US.

Kelley, S.* & Ovchinnikov, A. (2021, November) *Anti-Discrimination Law, AI, and Gender Bias: A Case Study in Non-Mortgage Fintech Lending.* Presented at the 2021 Decision Sciences Institute Annual Conference (Virtual).

Kelley, S.* (2021, August) *Effective Adoption and Implementation of AI Principles.* Presented at the 2021 Academy of Management Annual Meeting (Virtual), Technology Innovation Management Section.

Kelley, S.* & Ovchinnikov, A. (2021, June) *Anti-Discrimination Law, AI, and Gender Bias: A Case Study in Non-Mortgage Fintech Lending.* Presented at the 2021 INFORMS MSOM Virtual Conference.

Kelley, S.* & Ovchinnikov, A. (2020, November) *Anti-Discrimination Law, AI, and Automated Gender Bias in Non-mortgage Fintech Lending.* Presented at the INFORMS 2020 Annual Meeting (Virtual).

OTHER ACADEMIC PRESENTATIONS (*presenter)
Kelley, S*. (2024, December – scheduled) Artificial Intelligence Ethics for Industrial Engineering. To be presented at Dalhousie Department of Industrial Engineering, Invited Research Seminar.

Jenkin, T., **Kelley, S*.**, Ovchinnikov, A., Ying, C. (2023, October) *The Role of Explanations in Human-AI Collaboration.* Presented at the FISMS Fall Research Seminar, Saint Mary's University, Halifax, Canada.

Kelley, S.*, Heinrich, A., Ovchinnikov, A. (2022, November) *Explainable Artificial Intelligence: Methods over Models*. Presented at the Visiting Scholars Research Seminar, American University, Washington, D.C, US.

Kelley, S.* & Ovchinnikov, A. (2022, May) *Anti-discrimination Regimes & Credit Lending*. Presented at the Law, Society, & AI Seminar, Institut Polytechnique de Paris and HEC (Virtual).

Kelley, **S**.* (2021, May) *Analytics Research Illustration*. Presented at the Smith School of Business 2021 Doctoral Students "Get to Know You" Research Event, Queen's University, Kingston (Virtual).

Kelley, S.* & Ovchinnikov, A. (2019, September) *(Anti-Discrimination) Laws, AI, and Gender Bias.* Poster presented at the 2019 Smith School of Business Graduate Consortium, Queen's University, Kingston., Canada.

Kelley, S.*, Levin, Y., & Saunders. D.M. (2018, November) *A Code of Conduct for the Ethical Use of Artificial Intelligence in Financial Services.* Presented at the Scotiabank Conference on AI Ethics, The Bank of Nova Scotia, Toronto, Canada.

Kelley, S.*, Levin, Y., & Saunders. D.M. (2018, September) *A Code of Conduct for the Ethical Use of Artificial Intelligence in Financial Services.* Presented at the 2018 Smith School of Business Graduate Consortium, Queen's University, Kingston, Canada.

PUBLICATIONS – REPORTS

Abdur-Rahman, P., Havens, J., **Kelley, S.** et al. (2021) IEEE Finance Playbook Version 1.0: Trusted Data and Artificial Intelligence Systems (AIS) for Financial Services. IEEE Standards Association. Available at: https://standards.ieee.org/industry-connections/ais-finance-playbook.html

Kelley, S., Levin, Y. & Saunders. D.M. (2018) A Code of Conduct for the Ethical Use of Artificial Intelligence in Financial Services. Prepared for the Canadian Banks AI Ethics Working Group. Available at: https://www.stephaniekelleyresearch.com/a-code-of-conduct-for-ethical-ai

AWARDS
COMPETITIVE RESEARCH AWARDS (successful)
2025-2030	SSRHC Insights Grants ($163,400: *results announced Q2 2025)
2024-2029	Scotiabank Professor in Innovations in Business Technology, Saint Mary's University ($75,000)
2024	Ontario Privacy Commission Contributions Program ($32,393: not awarded)
2024-2025	NSERC Alliance ECR Grant ($10,000)
2024	NSERC Discovery Grant ($223,400: removed for ineligible topic)
2024-2025	SSHRC Partnership Engage Grant ($18,500)
2023-2024	New Faculty Research Grant, Saint Mary's University ($4,718)
2023	SSHRC Explore International Conference Travel Grant ($1,000)

(Doctoral studies ended)
2022	SSHRC Talent Award, Queen's University Nominee ($50,000: not awarded)
2021	D.D. Monieson Doctoral Fellowship, Smith School of Business, Queen's University ($5,000)
2020-2022	SSHRC Doctoral Fellowship ($40,000)

2020	Graduate Dean's Doctoral Field Travel Grant, Queen's University ($3,000)
2019-2020	Ontario Graduate Scholarship ($15,000)
2018-2019	R.S. McLaughlin Fellowship, Queen's University ($10,000)
2018	OCE TalentEdge Fellowship ($15,000)

OTHER HONOURS & AWARDS

2025	Nominee – 2024 Financial Times Responsible Research Award: Business School Academic Research Addressing Societal Challenges (results announced April 2025)
2024	Nominee – 2024 INFORMS Frederick D. Lanchester Prize for the best contribution to operations research and management sciences in the past five years (not awarded)
2024	Bankinter Scientific Research Awards in Business Ethics, Corporate Social Responsibility, and Sustainability sponsored by Bankinter Consumer Finance, Spain (Awarded 4th place certificate, out of 64 applications)
2023	Start-up Grant, Sobey School of Business, Saint Mary's University ($25,000)
2023	Best Paper in the Manufacturing & Service Operations Management (MSOM) Interface of Finance, Operations, and Risk Management (iFORM) Special Interest Group (SIG) Competition
2023	Nominee – 2023 INFORMS Frederick D. Lanchester Prize for the best contribution to operations research and management sciences in the past five years (not awarded)
2023	Nominee – INFORMS George B. Dantzig Dissertations Award for best dissertation in any area of operations research and management science that is innovative and relevant to practice (not awarded)
2022	Start-up Grant, Sobey School of Business, Saint Mary's University ($25,000)
2023	"Excellent" Ranking (Top 30) and Global Top 100 AI Solutions for the UN SDGs by the International Research Center on Artificial Intelligence under the auspices of UNESCO (https://ircai.org/top100/entry/how-data-science-and-ai-can-reduce-gender-bias-and-concurrently-increase-profitability/)
2022	Outstanding Reviewer Award, Technology Innovation Management Division, Academy of Management Annual Meeting
2022	Start-up Grant, Ivey School of Business, Western University ($75,000) (Doctoral studies ended)
2021	Rising Stars in AI Ethics, Women in AI Ethics (https://womeninaiethics.org/the-list/rising-stars/)
2021	PhD Student Research Excellence Award, Smith School of Business, Queen's University
2020	Alan R. Dennis Doctoral Award, Smith School of Business, Queen's University
2019	New PhD Student Research Excellence Award, Smith School of Business, Queen's University

KNOWLEDGE MOBILIZATION ACTIVITIES
POLICY CONTRIBUTIONS

2022	Financial Industry Forum on AI (FIFAI), *Office of the Superintendent of Financial Institutions (OSFI) and the Global Risk Institute (GRI)*
2020	Developing Financial Sector Resilience in a Digital World: Selected Themes in Technology and Related Risks, Discussion Paper, *Office of the Superintendent of Financial Institutions Canada (OSFI)*
2018	AI Futures Policy Lab, *CIFAR & Brookfield Institute*

2018   Principles to Promote FEAT in the Use of AI and Data Analytics in Singapore's
              Financial Sector, *Monetary Authority of Singapore*

FRAMEWORK CONTRIBUTIONS
2024-   The Human Flourishing Program at Harvard's Institute for Quantitative Social
              Science
2024   A Checklist to Reduce Unethical Applications of AI in the NS Legal Community.
2022-2023   AI Model Risk Management for Financial Institutions, *CIO Strategy Council*
2021   AI Ethics Principles, AI Ethics Framework, *Wellbeing.ai Digital Supercluster
              Project (Lululemon, Wysdom.AI, and Queen's University)*

INVITED PRACTITIONER PRESENTATIONS
2024 (Nov)   *AI in Labour and Employment Law*, Ontario Bar Association's Labour and
              Employment Law Section, Toronto, Canada (virtual)

2024 (Jan)   *Detecting Bias in AI-based Insurance Models*, CAA Insurance, Toronto, Canada.

2023 (Dec)   *AI Ethics and Human Rights*, 12th Human Rights Summit, Law Society of Ontario,
              Toronto, Canada.

2023 (Nov)   *AI Ethics Implementation*, Fasken, Toronto, Canada.

2023 (July)   *Ethical and Intellectual Property Implications of Generative AI Technologies*.
              IPIC-McGill Copyright Master Class, McGill University, Montreal, Canada.

2023 (May)   *McCarthy Tétrault Cross-country AI Summit.* McCarthy Tétrault, Toronto,
              Canada.

2023 (April) *Gender Analytics: Possibilities Conference*, Rotman School of Management,
              University of Toronto, Toronto, Canada.

2022 (Sept)   *AI Ethics Implementation*, Toronto Dominion Bank, Toronto, Canada.

2021 (Nov)   *The Next Evolution of AI Adoption,* The Canadian Regulatory Technology
              Association Annual Event, Toronto, Canada.

2021 (May)   *AI Ethics: Navigating Guidelines and Regulation,* Fasken, Toronto, Canada.

2020 (Mar)   *AI, Ethics, and Law*, Conflict Analytics Lab, Queen's University, Kingston,
              Canada.

2019 (Oct)   *Artificial Intelligence and Law*, Stewart McKelvey, Halifax, Canada.

2019 (Jan)   *The Ethics of Artificial Intelligence in Financial Services*. Scotiabank Digital
              Discover Education Session, The Bank of Nova Scotia, Toronto, Canada.

MEDIA COVERAGE
2020   Data Futurology Podcast: AI Ethics with Stephanie Kelley. June 2, 2020.
              Available at: https://www.datafuturology.com/podcast/2020/6/2/115-ai-ethics-

2018	with-stephanie-kelley-phd-candidate-in-ai-ethics-at-queens-university-ieee-ethically-aligned-design-for-finance-working-committee-member
2018	The AI revolution needs a rulebook. Here's a beginning. *Globe and Mail*. December 6, 2018. Available at: https://www.theglobeandmail.com/business/commentary/article-the-ai-revolution-needs-a-rulebook-heres-a-beginning/

SERVICE ACTIVITIES
GRADUATE STUDENT SUPERVISION
Co-supervised:
2023 –   Indira Patel, Purdue University PhD Class of 2028

RESEARCH STUDENT SUPERVISION
Employed:
2024   Dipshikha Bheekhee, SMU MBAN Class of 2025

PEER REVIEW ACTIVITIES
- 2024
  - Healthcare Management Science
  - Springer (x2)
  - Big Data & Society
  - Production Operations Management
- 2023
  - Business & Society Review
  - Production Operations Management (x2)
  - Palgrave Macmillan, Scholarly Business, USA
  - Academy of Management Annual Meeting
- 2022
  - Management Information Systems Quarterly
  - Academy of Management Annual Meeting

UNIVERSITY SERVICE
Ongoing at Saint Mary's University
2024 - present   **Union Observer,** SMUFU
2024 – present   **Member,** FISMS Department Gift Committee
2023 - present   **FISMS Department Representative**, SMUFU Liaison Committee
2023 - present   **Member**, Sobey School of Business Faculty Outreach Committee

One-time at Saint Mary's University
2024 (Nov)   **Panel Moderator**, PRME Responsible Leadership Day
2024 (Jan - Nov) **Faculty Coordinator**, PRME Responsible Leadership Day
2024 (Oct)   **Faculty Presenter**, BComm Fall Open House
2024 (Aug)   **Keynote Speaker**, EDBA Welcome Dinner
2024 (Mar - May) **Faculty Coordinator**, High School Student Recruiting Conference
2023 (Oct)   **Faculty Presenter**, BComm Fall Open House
2023 (Oct)   **Faculty Panelist**, SMU Homecoming – AI Event
2023 (Oct)   **Faculty Presenter**, Data Analytics & Visualization Workshop

PROFESSIONAL COMMUNITY SERVICE (ONGOING)
2024 –   **President**, Canadian Operational Research Society, Analytics Special Interest Group

PROFESSIONAL COMMUNITY SERVICE (ONE-TIME)
- **Judge,** Canadian Operational Research Society Health Care Operational Research SIG Best Student Paper Presentation, 2024 CORS Meeting
- **Session chair**, Analytics, 2024 CORS Meeting
- **Session chair**, DEI stream, 2024 POMS Meeting
- **Panelist**, MSOM DEI Conversation, 2023 INFORMS AGM
- **Session chair**, Human-AI collaboration stream, 2023 INFORMS AGM
- **Session chair,** DEI, 2022 DSI AGM

TEACHING COMMUNITY SERVICE INVOLVEMENT
2023	**Faculty Judge**, Deloitte Innovation Forum, Ivey Business School
2021	**Case Marker,** Inter-Collegiate Business Competition, MIS Stream
2021	**Doctor Consortium Participant,** Technology Innovation Management Doctoral Consortium, Academy of Management Annual General Meeting, Virtual
2021	**Committee Member**, Special Appointments Committee for Canada Research Chair in Responsible Use of AI, Queen's University
2020-2021	**Committee Member**, Smith School of Business Equity, Diversity, Inclusion, and Indigeneity (EDII) Teaching & Learning Subcommittee
2020	**Case Marker,** Inter-Collegiate Business Competition, MIS Stream
2020	**Panel Discussant**, Smith School of Business Social Impact Summit
2019	**Panel Discussant,** Queen's Smith School of Business Graduate Consortium, Ask Me Anything PhD Panel
2019	**Case Marker,** Inter-Collegiate Business Competition, MIS Stream
2019	**PhD Representative,** Smith School of Business Research Committee
2019	**Panel Discussant,** Queen's Smith School of Business Graduate Consortium, Ask Me Anything PhD Panel
2019	**Panel Discussant,** Queen's Smith School of Business Analytics Club
2018	**Panel Discussant,** Queen's Smith School of Business Social Impact Summit, AI Ethics Panel

TEACHING ACTIVITIES
TEACHING EXPERIENCE
2023 -   **Assistant Professor**, Sobey School of Business, Saint Mary's University
- Teaching MGSC 1205 – Quantitative Methods, 4 sections/year, 45-65 students/section (avg on Q#31 ICE Report: 4.775/5)
  - Course coordinator for 11 fall/winter sections starting in fall 2024
  - Co-designed an updated version of the course for 2024/2025 including new content selection, textbook, and integration of online learning systems
- Teaching MBAN 5530 – Ethics & Governance for Analytics, 1 session/year, ~35 students/section (avg on Q#31 ICE Report: TBD)
  - Designed and delivered a new version of MBAN 5530 - Ethics & Governance for Analytics

2022-2023   **Assistant Professor**, Ivey Business School, Western University

- Developed and delivered 25 case-learning-style lectures for 2 classes of 78 HBA1 undergraduate students, created assessments, managed daily contribution grades, team of 2 teaching assistants, hosted office hours
- HBA1 3304: "Operations Management"

2022-2024 **Adjunct Lecturer,** Smith School of Business, Queen's University
- Designed curriculum, prepared course syllabus, developed and delivered lectures, created assessments, managed in-person classroom environment, hosted office hours, managed grading
- MBA: MBAS 862: "Topics in Analytics" (Teaching evaluations: 6.5/7)
- Executive MBA: MBUS 865 – "Big Data & AI" (Teaching evaluations: 2021 6.6/7, 2022 6.6/7, 2023 6.4/7, 2024 6.7/7)
- MMA: MMA 803 – "AI Ethics & Policy" (Teaching evaluations: 2023 6.8/7)

2021 **Teaching Fellow,** Smith School of Business, Queen's University
- Designed curriculum, prepared course syllabus, developed and delivered lectures, created assessments, managed virtual classroom environment, hosted office hours, managed grading
- Executive MBA: MBUS 865 – "Big Data & AI" (Teaching evaluations: 6.6/7)

2016-2021 **Teaching Assistant,** Smith School of Business
- Delivered occasional lectures, designed and led tutorials (on class materials & technical programs), set occasional assignments and exams, created solutions for assignments and quizzes, advised student projects, and graded assignments and exams
- Undergraduate Courses:
  - COMM161- "Introduction to Mathematical Analysis for Management" (delivered virtually)
  - COMM350 – "Forecasting and the Business Environment"
  - COMM375 – "International Business"
  - COMM103 – "Business Management"
  - COMM132 – "Marketing 2"
- Graduate Courses:
  - MMA/MMAI/GMMA804 – "Analytics Strategy & Change"
  - MMA867 – "Predictive Analytics"
  - MMA841 – "Supply Chain"
  - MMA860 – "Acquisition & Analysis of Data"

2019 **Online Course Design Assistant,** Smith School of Business, Queen's University
- Assisted in the development of the online textbook and online course delivery for MMA/MMAI/GMMA863 – "Statistics for Analytics and AI"

TEACHING DEVELOPMENT
Courses Developed at Saint Mary's University
2024   AI Ethics and Data Governance, EPD (part of the Action For Health Initiative)
2024   MBAN 5530: Ethics and Governance for Analytics

Courses Re-Designed at Sainty Mary's University

| 2024 | MGSC 1205: Quantitative Methods 1 (renamed Intro to Business Decision Modeling) |

Past Course Developed at Other Universities
| 2023 | MMA-803: AI Ethics (Queen's University, MMA program) |
| 2021 | MBUS 865: Big Data and AI (Queen's University, EMBA program) |

TEACHING TRAINING
| 2022 | Teaching with Cases, Ivey Business School, Western University |

- Complete a two-day course on the case teaching methodology

| 2017 - 2021 | **Teaching Course**, MGMT993 – "Teaching and Learning in Business"
Smith School of Business, Queen's University |

- Completed a course on pedagogy and current trends in business education, covering topics including active learning strategies, learning styles, assessment, course design, active and case-based learning, and teaching philosophies
- Guest lectured in an undergraduate class and obtained feedback on teaching style and presentation material from an observer

ADDITIONAL EXPERIENCE
WORK EXPERIENCE
| 2018 | **Research Intern,** The Bank of Nova Scotia (Scotiabank)
Toronto, ON |

- Completed a 2-month work term at Scotiabank as part of the TalentEdge Fellowship Program

| 2017 | **Consultant,** Kingston Health Sciences Centre Genetics Consolidation Project
Kingston, ON |

- Led proposal development for a project to consolidate the Medical Genetics research and clinical facilities across the Kingston Health Sciences Centre.

| 2012 - 2017 | **Various Marketing and Sales Management Roles,** Reckitt Benckiser
Toronto, ON |

- Developed and executed the national launch strategy for a new OTC pharmaceutical brand (Mucinex) in Canada; managed multiple direct reports and cross-functional teams (including medical, regulatory, and sales); reported directly to Chief Marketing & Trade Marketing Officers; frequently presented to VP/SVP/Exec. SVP roles; and conducted research and in-depth analysis of category data
- Previous Roles at Reckitt Benckiser:
  - *Senior Brand & Trade Marketing Manager*, Healthcare Relief Portfolio
  - *Brand & Trade Marketing Manager,* Healthcare Expansion Portfolio
  - *Brand Manager*, Healthcare Portfolio
  - *Assistant Brand Manager,* Hygiene Portfolio
  - *Trade Marketing Analyst,* Hygiene Portfolio
  - *Retail Sales Representative*, All Brands

MEMBERSHIPS, TRAINING, & SKILLS
MEMBERSHIPS
- Canadian Operational Research Society (CORS)
- The Institute for Operations Research and the Management Sciences (INFORMS)
- Production and Operations Management Society (POMS)
- Decisions Sciences Institute (DSI)
- Manufacturing & Service Operations Management (MSOM) Society
- Women in Operations Research Management Science (WORMS) at INFORMS
- Academy of Management (AOM) - TIM: Technology & Innovation Management

EDII TRAINING
- LGBTQIA+ Ally Training, Ivey Business School, Western University
- Intercultural Awareness Certificate, Queen's University
- Accessible Instruction for Educators
- Lead, Include, Transform (Equity, Diversity, Inclusion, and Indigenization Training)
- Tri-Council Policy Statement: Ethical Conduct for Research Involving Humans Course on Research Ethics (TCPS: CORE)

CERTIFICATE PROGRAMS
2020   edX Professional Education Certificate, LAW0001X: Comparative Equality and Anti-discrimination Law, Stanford Online

TECHNICAL SKILLS
Programming Languages	R, Python
Statistical Data Analytics	STATA, SPSS, SAS, gretl, SIMUL-8, Palisade@RISK, Excel
Qualitative Data Analysis	NVivo, ATLAS.ti
Marketing Research	Google Analytics, Incite, IMS Health, Nielsen BASES
Sales Analytics	Accelerate Sales Forecasting & Reporting, Nielsen Cross-Outlet Facts, Nielsen MarketTrack, Shiloh POS systems

LANGUAGES
- English (first language)
- French (intermediate)

PERSONAL INTERESTS
CrossFit (ranked top 5% in the world), triathlon, paddleboarding