

# Curriculum Vitae

Stephanie Kelley

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## EDUCATION

- 2017 – Present      **Ph.D. Candidate, Management Analytics** (in progress, ABD)  
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  
Defense Scheduled: March 2022  
Expected Graduation: June 2022
- 2017                      **Masters of Management Analytics**  
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*

## PEER-REVIEWED PUBLICATIONS

**Kelley, S.** & Ovchinnikov, A. Anti-Discrimination Laws, AI, and Gender Bias: A Case Study in Non-mortgage Fintech Lending. Forthcoming (Accepted) in Manufacturing & Service Operations Management, Special Issue on Responsible Research in Operations Management.

**Kelley, S.** Employee Perceptions of the Effective Adoption of AI Principles. Forthcoming (Accepted) in Journal of Business Ethics, Special Issue on Business Ethics in the Era of Artificial Intelligence.

## INVITED CONFERENCE PRESENTATIONS (\*presenter)

**Kelley, S.\*** & Ovchinnikov, A. (2021, November) *Anti-Discrimination Law, AI, and Gender Bias: A Case Study in Non-Mortgage Fintech Lending.* Schedule to Present at the 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).

#### **PRESENTATIONS & POSTERS** (\*presenter)

**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.

**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.

**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.

#### **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>

#### **HONOURS & AWARDS**

2021	Rising Stars in AI Ethics, Women in AI Ethics ( <a href="https://womeninaiethics.org/the-list/rising-stars/">https://womeninaiethics.org/the-list/rising-stars/</a> )
2021	PhD Student Research Excellence Award, Smith School of Business, Queen’s University
2021	D.D. Monieson Doctoral Fellowship, Smith School of Business, Queen’s University (\$5,000)
2020-2021	SSHRC Doctoral Fellowship (\$40,000)
2020	Graduate Dean’s Doctoral Field Travel Grant, Queen’s University (\$3,000)
2020	Alan R. Dennis Doctoral Award, Smith School of Business, Queen’s University
2019-2020	Ontario Graduate Scholarship (\$15,000)
2019	New PhD Student Research Excellence Award, Smith School of Business, Queen’s University
2018-2019	R.S. McLaughlin Fellowship, Queen’s University (\$10,000)
2018	OCE TalentEdge Fellowship (\$15,000)

## OTHER RESEARCH EXPERIENCE

- 2021 **Research Assistant**, Smith School of Business, Queen's University
- Working with Dr. Tracy Jenkin, Associate Professor, Distinguished Faculty Fellow of Digital Technology on "Understanding Human-AI Collaborations"
  - Currently contributing to literature review, experimental design, and completion
- 2010 **Research Assistant**, Smith School of Business, Queen's University
- Worked with Dr. Kathryn Brohman, Associate Professor, Distinguished Faculty Fellow of Digital Technology on "IT Execution"
  - Contributed to literature review

## TEACHING EXPERIENCE

- 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-Present **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"
- 2019 **Head Teaching Assistant**, Smith School of Business, Queen's University
- Designed assignments, created assignment solutions, supervised two junior teaching assistants for MMA861 – "Analytical Decision Making"
- 2019 **Faculty Tutorial Leader**, R Programming Faculty Education Workshop, Smith School of Business, Queen's University

- 2013, 2019 **Guest Lecturer**, Smith School of Business, Queen's University
- Undergraduate Courses:
    - COMM434 – “Sales Management”
    - COMM493 – “Analytics and Artificial Intelligence for Business”

## TEACHING DEVELOPMENT

- 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

## 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

## MEDIA COVERAGE

- 2021 The Route to Trusted AI: What the financial services sector can teach us about preparing for the age artificial intelligence. *Smith Business Insights*. May 12, 2021. <https://smith.queensu.ca/insight/content/the-route-to-trusted-ai.php>

- 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-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/>

## POLICY CONTRIBUTIONS

- 2021 AI Ethics Principles, AI Ethics Framework, *Wellbeing.ai Digital Supercluster Project (Lululemon, Wysdom.AI, and Queen's University)*
- 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*

## INVITED PRACTITIONER PRESENTATIONS

- 2021 (Nov) *The Next Evolution of AI Adoption*, Presented at The Canadian Regulatory Technology Association Annual Event, Toronto, Canada.
- 2021 (May) *AI Ethics: Navigating Guidelines and Regulation*, Presented at Fasken, Toronto, Canada.
- 2020 (Mar) *AI, Ethics, and Law*. Presented at the Conflict Analytics Lab, Queen's University, Kingston, Canada.
- 2019 (Oct) *Artificial Intelligence and Law*. Presented at Stewart McKelvey, Halifax, Canada.
- 2019 (Jan) *The Ethics of Artificial Intelligence in Financial Services*. Presented at Scotiabank Digital Discover Education Session, The Bank of Nova Scotia, Toronto, Canada.

## ACADEMIC COMMUNITY INVOLVEMENT

- 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

## MEMBERSHIPS

- Academy of Management
  - TIM: Technology & Innovation Management
- MSOM
- INFORMS
- Women in ORMS

## EDII TRAINING

- 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, SQL(foundational)
Statistical Data Analytics	STATA, SPSS, SAS, gretl, SIMUL-8, Palisade@RISK, Excel
Qualitative Data Analysis	NVivo
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, running, cycling, paddleboarding  
 Hiking (with my dog!)  
 Cooking