

# Curriculum Vitae

## Dr. Stephanie Kelley

Assistant Professor, Operations Management  
Ivey Business School, The University of Western Ontario

[skelley@ivey.ca](mailto:skelley@ivey.ca) / [www.stephaniekellyresearch.com](http://www.stephaniekellyresearch.com) | 613.449.1240

### 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*

### 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. Manufacturing & Service Operations Management, Special Issue on Responsible Research. 24(6):2797-3306

**Kelley, S.** (2022) Employee Perceptions of the Effective Adoption of AI Principles. Journal of Business Ethics, Special Issue on Business Ethics in the Era of Artificial Intelligence. (178): 871-893

### WORKS UNDER REVIEW

**Kelley, S.**, Ovchinnikov, A., Ramolete, G.I., Sureshbabu, K.K., Heinrich, A. Tailoring Explainable Artificial Intelligence: User Preferences and Profitability Implications for Firms. *Under review at Management Science* (submitted December 2022)

Jenkin, T., **Kelley, S.**, Ovchinnikov, A., Ying, C. Explanation Seeking and Recommendation Adherence in Human-to-Human versus Human-to-Artificial Intelligence Interactions. *Under review at Management Science* (submitted December 2022)

### INVITED CONFERENCE PRESENTATIONS (\*presenter)

**Kelley, S.\***, Ovchinnikov, A., Heinrich, A (2022, December) *Tailoring Explainable Artificial Intelligence in Practice*. Scheduled to present 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).

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

**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.

**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>

## RESEARCH FUNDING

2022 NSERC Discovery Grant (applied, results announced Spring 2023)  
2022 Queen’s University Nominee, SSHRC Talent Competition (results Fall 2022, \$50,000)  
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

2022 Outstanding Reviewer Award, Technology Innovation Management Division, Academy of Management Annual Meeting  
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

## PEER REVIEW ACTIVITIES

- Management Information Systems Quarterly
- Academy of Management Annual Meeting

## 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”
- Developed experimental design, ethics approval, experiment 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

- 2023 **Assistant Professor**, Ivey Business School, Western University
- Scheduled to teach 2 sections of BUS 3304: Operations in January 2023
- 2022 **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: TBD)
  - Executive MBA: MBUS 865 – "Big Data & AI" (Teaching evaluations: 6.6/7)
- 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"
- 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 **R Programming Tutorial Lead**, 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**

- 2022-2023 AI Model Risk Management for Financial Institutions, *CIO Strategy Council*  
2022 Financial Industry Forum on Artificial Intelligence (FIFAI), *Office of the Superintendent of Financial Institutions (OSFI) and the Global Risk Institute (GRI)*
- 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**

- 2022 (Sept) *AI Ethics Implementation*, Presented at Toronto Dominion Bank, Toronto, Canada.
- 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 Operations Research Management Science (WORMS) at INFORMS
  - Registered mentor

## 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