

Curriculum Vitae

Dr. Stephanie Kelley

Scotiabank Professor in Innovations in Business Technology
Assistant Professor, Management Science, Sobey School of Business, Saint Mary's University
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CAREER PAUSES

July 2025 – May 2026 Maternity Leave

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

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

1. **Kelley, S.** (2026) Developing a Checklist to Reduce Unethical Applications of Artificial Intelligence for the Legal Community. *AI and Ethics*. 6(47) <https://doi.org/10.1007/s43681-025-00841-2>
2. Schiff, D., **Kelley, S.**, Camacho Ibanez, J. (2024) The Emergence of Artificial Intelligence Ethics Auditing. *Big Data & Society*. 11(4). *All authors contributed equally (5-year impact factor 8.9)* [Citations: 40] <https://doi.org/10.1177/20539517241299732>

3. Jenkin, T., **Kelley, S.**, Ovchinnikov, A., Ying, C. (2024) Explanation Seeking and Anomalous Recommendation Adherence in Human-to-Human versus Human-to-Artificial Intelligence Interactions. *Decision Sciences Journal, Special Issue on Artificial Intelligence Decision Making*. 55(6):653-668. *All authors contributed equally (ABDC¹ A*)* [Citations: 4] <https://doi.org/10.1111/decj.12658>

Popular press articles about this publication:

- Explaining Away AI Insights: In many situations, we're held back by an irrational aversion to algorithmic advice. Would an explanation from the algorithm help? *Smith Business Insight*, March 19, 2025. ([link](#))

4. **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 (ABDC¹ A*) [Citations: 62] <https://doi.org/10.1287/msom.2022.1108>
 - This paper was 1 of the 6 "Top Read" papers in the journal in 2024

Publication awards and recognition:

- 2023 Best Paper in the Manufacturing & Service Operations Management (MSOM: ABDC¹ A*) Interface of Finance, Operations, and Risk Management (iFORM) Special Interest Group (SIG) Competition ([link](#))
- International Research Centre on Artificial Intelligence under the auspices of UNESCO 2022-2023 Top 100 AI solutions for reaching the 17 SDGs ([link](#))

Publication award nominations:

- 2025 Nominee for the Financial Times Responsible Research Award (results TBD)
- 2024 & 2025 Nominee for the MSOM Responsible Research Award (results TBD)
- 2023 & 2024 Nominee for the INFORMS
- Semi-finalist in the 2022 MSOM Responsible Operations competition

Popular press articles about this publication:

- Removing Demographic Data Can Make AI Discrimination Worse, *Harvard Business Review*, March 6, 2023. (ABDC¹ A) ([link](#))
- How Anti-Discriminatory Measures Can Worsen AI Bias, *INSEAD Knowledge*, November 2023 ([link](#))

5. **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 (ABDC¹ A) [Citations: 153] <https://doi.org/10.1007/s10551-022-05051-y>

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. *Smith Business Insight*, May 12, 2021 ([link](#))

WORKS UNDER REVIEW

1. Schiff, D., **Kelley, S.**, Schiff, K., McCrain, J., Adams, I.T. Vetting the AI that Vets Us: Ethical Trade-offs in Public and Private Sector AI Adoption Decisions. Under Review at *Nature Communications*. *All authors contributed equally (5-year impact factor 15.9)*

¹ The 2019 Australian Business Deans Council (ABDC) Journal Quality List endorses 2,682 journal entries, with A*: 7.41% (199); A: 24.27% (651); B: 31.69% (850); and C: 36.61% (982).

ACCEPTED WORKS IN PRESS

None at this time

WORKS UNDER REVISION

None at this time

WORKS IN PROGRESS (Double underline signifies a supervised graduate student, underline signifies a co-supervised graduate student)

1. **Kelley, S.**, Ovchinnikov, A., Heinrich, A., Chong, S.Y. Tailoring Explainable Artificial Intelligence to Reduce Algorithm Aversion and Improve Profitability.
2. **Kelley, S.**, Jenkin, T., Ovchinnikov, A. Can AI Even Give Me an Explanation? The Impact of Explanation Availability and Understandability on User Perceptions, Explanation Seeking, and Algorithm Aversion.
3. Patil, I., Schiff, D., **Kelley, S.**, Camacho Ibanez, J. Low-Cost Ethics, Low-Cost Signals: Why Technical Principles Dominate AI Audits. For submission to Ethics and Information Technology. (5-year impact factor 2.9).
4. **Kelley, S.** Developing a Measure of AI Ethics Principle Implementation.

INVITED, PEER-REVIEWED CONFERENCE PRESENTATIONS (*presenter)

(underline signifies a supervised student)

1. Patil, I.*, Schiff, D., Camacho Ibanez, J., **Kelley, S.** *Low-Cost Ethics, Low-Cost Signals: Why Technical Principles Dominate AI Audits*. AIES 2026, Malmo, SE.
2. **Kelley, S.**, Jenkin, T., Ovchinnikov, A. *The Value of an AI Explanation: User Perceptions, Explanation Seeking, and Algorithm Aversion*. CORS 2026 Annual Meeting, Kingston, ON, CA.
3. **Kelley, S.**, Ovchinnikov, A.* (2025, October) *Tailoring Explainable Artificial Intelligence to Reduce Algorithm Aversion and Improve Profitability*. INFORMS 2025 Annual Meeting, Atlanta, GA, US.
4. **Kelley, S.***, Bheekhee, D. (2025, April) Developing a Checklist to Reduce Unethical Applications of Artificial Intelligence in the Legal Community. Presented at The Politics of AI Workshop (PAW) 2025, 2025 Midwest Political Science Association Annual Meeting, Chicago, IL, US.
5. Schiff, D.* , **Kelley, S.**, Schiff, K., McCrain, J., Adams, I. (2025, April) Vetting the AI that Vets Us: Ethical Trade-offs in HR Professionals' AI Procurement Decisions. Presented at The Politics of AI Workshop (PAW) 2025, 2025 Midwest Political Science Association Annual Meeting, Chicago, IL, US.
6. **Kelley, S.***, Ovchinnikov, A. (2024, October) *The Role of Explainable Artificial Intelligence in Influencing Loan Officer Behaviour*. INFORMS 2024 Annual Meeting, Seattle, WA, US.

7. 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.
8. **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.
9. 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.
10. **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.
11. 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.
12. 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.
13. 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.
14. 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.
15. 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.
16. 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.
17. **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.
18. **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.

19. **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.
20. **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).
21. **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.
22. **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.
23. **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)

1. Kelley, S*. (2026, March) *AI Ethics for Engineers*. Invited Teaching Seminar, CIVL 4840: Professional Practice in Civil and Environmental Engineering, Dalhousie University, Halifax, Canada.
2. **Kelley, S.***. (2025, May) *Operationalizing AI Ethics*. Invited Research Seminar, Atlantic AI Summit, Saint Mary's University, Halifax, Canada.
3. **Kelley, S.***. (2025, February) *Tailoring Explainable AI to Influence Loan Office Behaviour*. Invited Research Seminar, Dalhousie Department of Industrial Engineering, Halifax, Canada.
4. **Kelley, S.***, Ovchinnikov, A. (2024, November) *Tailoring Explainable AI to Increase Recommendation Adherence*. Young Scholar Seminar, Rotman School of Management, University of Toronto, Canada.
5. 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.
6. **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.
7. **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).
8. **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).

9. **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.
10. **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.
11. **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.

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

PUBLICATIONS – REPORTS

1. 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>
2. **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.stephaniekelleysresearch.com/a-code-of-conduct-for-ethical-ai>

AWARDS (all awards are solo applications unless otherwise noted)

SUCCESSFUL TRI-COUNCIL RESEARCH AWARDS (\$191,900)

- 2025-2031 SSRHC Insights Grants (\$163,400) *1 year maternity leave extension
- 2024-2026 NSERC Alliance ECR Grant (\$10,000) *1 year maternity leave extension
- 2024-2025 SSHRC Partnership Engage Grant (\$18,500)

OTHER COMPETITIVE RESEARCH AWARDS (as faculty: \$80,718, as PhD: \$133,000)

- 2024-2030 Scotiabank Professor in Innovations in Business Technology, Saint Mary's University (\$75,000) *1 year maternity leave extension
- 2023-2024 New Faculty Research Grant, Saint Mary's University (\$4,718)
- 2023 SMU FSGR Explore International Conference Travel Grant (\$1,000)

(Doctoral studies ended)

- 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)

GRANT APPLICATIONS UNDER REVIEW

None at this time

GRANT APPLICATIONS NOT AWARDED

2026 – 2032 Co-applicant for NSERC Create Grant (\$1,650,000: 9 co-applicants- did not progress outside Dalhousie application competition for 2025)
2024 NSERC Discovery Grant (\$223,400: removed after NOI for ineligible methods)
2024 Ontario Privacy Commission Contributions Program (\$32,393: not awarded)
2022 SSHRC Talent Award, Queen’s University Nominee (\$50,000: not awarded)

OTHER HONOURS & AWARDS

2026 Nominee – 2026 INFORMS Frederick D. Lanchester Prize for the best contribution to operations research and management sciences in the past five years
2025 Nominee – 2025 INFORMS Frederick D. Lanchester Prize for the best contribution to operations research and management sciences in the past five years (not awarded)
2025 Finalist - Manufacturing & Service Operations Management (MSOM) Responsible Research Award (Finalist position awarded – full prize not awarded)
2024 Nominee – 2024 Financial Times Responsible Research Award: Business School Academic Research Addressing Societal Challenges (not awarded)
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 Nominee- Manufacturing & Service Operations Management (MSOM) Responsible Research Award (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)
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://womeninaethics.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

- 2025 The Inaugural Conference of the International Association for Safe and Ethical AI, Paris, France
- 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*

GOVERNANCE FRAMEWORK CONTRIBUTIONS

- 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

- 2025 (May) *Humanizing Artificial Intelligence for a More Efficient and Innovative Workplace*, Informed HR Event Conference, Halifax, Canada
- 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*. IPIIC-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-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 – present Indira Patel, Purdue University, PhD Class of 2028

RESEARCH STUDENT SUPERVISION

Supervised:

2025 & 2026 Hanna Johnston, SMU BCOMM Undergraduate Class of 2027

2025 Muhammad Uzair Tahir, SMU MSc Applied Science Class of 2025

2024 Dipshikha Bheekhee, SMU MBAN Class of 2025

PEER REVIEW ACTIVITIES

- 2026
 - AI and Ethics (x2)
- 2025 – no peer review activities accepted due to maternity leave
- 2024
 - Manufacturing & Service Operations Management (ABDC A*)
 - Healthcare Management Science
 - Springer (x2)
 - Big Data & Society
 - Production Operations Management (ABDC A*)

- 2023
 - Business & Society Review
 - Production Operations Management (x2) (*ABDC A**)
 - Palgrave Macmillan, Scholarly Business, USA
 - Academy of Management Annual Meeting
- 2022
 - MIS Quarterly (*ABDC A**)
 - Academy of Management Annual Meeting

UNIVERSITY SERVICE

Ongoing at Saint Mary's University

- 2026 – present **Member**, Research For Change Working Group, Sobey School of Business
- 2024 – present **Member**, Data Analytics Certificate Committee (FISMIS Department)
- 2024 – present **Union Observer**, SMUFU
- 2024 – present **Member**, FISMS Departmental 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

- 2025 (Feb) **Member**, Sobey National Innovator Scholarship Selection Committee
- 2024 (Nov) **Panel Organizer & 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**, EDDBA 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 (TERMS)

- 2024 – 2025 **President**, Canadian Operational Research Society, Analytics SIG
 - Wrote SIG bylaws, updated SIG website, ad-hoc special projects for CORS, organized mid-year research webinar, organized 6 analytics sessions at the 2025 Annual Conference, coordinated Analytics SIG Annual Meeting at the CORS 2025 conference

PROFESSIONAL COMMUNITY SERVICE (ONE-TIME)

- **Reviewer**, Social Sciences Cluster, 2026 AAAI/ACM Conference on AI, Ethics, and Society
- **Session chair**, Responsible Analytics, Canadian Operational Research Society Analytics SIG, 2026 CORS Meeting
- **Cluster Co-Chair**, Canadian Operational Research Society Analytics SIG, 2025 CORS Meeting
- **Webinar coordinator**, Canadian Operational Research Society, Analytics, SIG, Responsible Analytics Webinar (March 2025)
- **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

- **Panellist**, 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 -	<p>Assistant Professor, Sobey School of Business, Saint Mary's University</p> <ul style="list-style-type: none"> • Teaching MGSC 1205 – Quantitative Methods, 4 sections/year, 45-65 students/section (all-time avg Q#31 ICE Report: 4.8/5) <ul style="list-style-type: none"> ○ Fall 2023 evals: 4.7 (70.3% response rate), 4.8 (65.1% response rate) ○ Winter 2024 evals: 4.7 (54.7% response rate), 4.9 (31.6% response rate) ○ Fall 2024 evals: 4.8 (49.2% response rate), 4.9 (53.2% response rate) ○ Course coordinator: Fall 2024 (7 Sections), Winter 2025 (2 Sections) <ul style="list-style-type: none"> ▪ Co-designed an updated version of the course for 2024/2025 including new content selection, e-textbook, and integration of online learning systems • Teaching MBAN 5530 – Ethics & Governance for Analytics, 1 session/year, ~25 students/section (avg. on Q#31 ICE Report: n/a) <ul style="list-style-type: none"> ○ Designed and delivered a new version of MBAN 5530 - Ethics & Governance for Analytics <ul style="list-style-type: none"> ▪ Summer 2024 evals: data not available due to collection issue ▪ Summer 2025 evals: 3.8 *low response rate with high variability (5 students)*
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”

2022-2026

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, and graded all assignments
- 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, 2025 5.6/7, 2026: TBD)
- MMA: MMA 803 – “AI Ethics & Policy” (Teaching evaluations: 2023 6.8/7, 2024 6.6/7, 2025 6.7/7)

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 SCHOLARSHIP

2022

Ovchinnikov, A., Kelley, S. (2022) *Ethics and AI: The 2020 International Baccalaureate Grading Scandal – Teaching Note*. Darden Business Publishing.

WIP

Ovchinnikov, A., Kolsarici, C., Kelley, S. Operationalizing AI Ethics at Scotiabank: the Ethics Assistant – a Trustworthy AI Governance Tool.

TEACHING DEVELOPMENT

Courses Developed at Saint Mary's University

- 2024 AI Ethics and Data Governance, Executive Professional Development (part of the Action for Health Data Analytics Initiative)
- 2024 MGSC 2217: Operations Management (co-developed syllabus and selected textbook)
- 2024 MBAN 5530: Ethics and Governance for Analytics

Courses Re-Designed at Saint Mary's University

- 2024 MGSC 1205: Quantitative Methods 1 (renamed Intro to Business Decision Modelling)

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

- The International Association for Safe and Ethical AI (IASEAI)
- Canadian Operational Research Society (CORS)
 - Analytics Special Interest Group
 - Teaching and Learning Special Interest Group
- The Institute for Operations Research and the Management Sciences (INFORMS)
- Production and Operations Management Society (POMS)
- Decision Sciences Institute (DSI)
- Manufacturing & Service Operations Management (MSOM) Society at INFORMS
- Women in Operations Research Management Science (WORMS) at INFORMS

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)

PERSONAL INTERESTS

CrossFit (ranked top 3% in the world in 2024), triathlon, paddleboarding