

PROMOTION RECOMMENDATION

The University of Michigan-Dearborn School of Management

Lee A. Freeman, assistant professor of management information systems, Department of Management Studies, School of Management, is recommended for promotion to associate professor of management information systems, with tenure, Department of Management Studies, School of Management.

Academic Degrees:

B.A.	1993	The University of Chicago, Near Eastern Languages and Civilizations, Chicago
M.B.A.	1997	Indiana University, School of Business, Bloomington
M.S.	1999	Indiana University, School of Business, Bloomington
Ph.D.	2000	Indiana University, School of Business, Bloomington

Professional Record:

2003 to present	Director of Distance Learning & Teaching, School of Management
2001 to present	Assistant Professor of Management Information Systems, Department of Management Studies
2000	Lecturer of Management Information Systems, Department of Management Studies
1995-2000	Associate Instructor, Kelley School of Business, Indiana University

Summary of Evaluation:

Teaching: Professor Freeman is a talented teacher. He is dedicated to creating interactive and engaging courses for his students. The comments from his student course evaluations reflect the fact that his courses are challenging, yet fair, and that they provide students with practical, career-oriented knowledge and skills in an interactive and hands-on environment. His courses are characterized by projects in which students apply theoretical knowledge to real-world problems. Professor Freeman believes that it is important to create a classroom environment in which students are engaged in constructivist learning. He has designed innovative classroom exercises such as a simulation exercise using LEGO blocks that is described in a paper he has published in the Journal of Information Systems Education. In his systems analysis and design course, Professor Freeman uses a semester-long case study in which student teams work on pieces of a complex system design project. Students comment that this project is very challenging, but valuable. Comments from alumni suggest that these sorts of complex projects helped them develop professional skills that they have found useful in the workplace. Quantitative evaluations from his students are generally near or above the average evaluations in the School of Management and in the Department of Management Studies. Professor Freeman has also been active in supervising independent study projects and attending teaching seminars.

Research: Professor Freeman has compiled an excellent research record. His primary research interests are in the areas of information systems ethics and security and information

systems pedagogy. He has published thirteen refereed journal articles, three refereed book chapters, and eleven refereed conference proceedings. Of these, four journal articles, one book chapter, and four conference proceedings are single-authored works. Professor Freeman has also co-edited a book of research articles. He has published in a variety of journals, including two of the top-ranked MIS journals: *Management Information Systems Quarterly* and *Communications of the ACM*. Professor Freeman has established himself as an expert in the area of information systems pedagogy. A conference paper in this area was nominated for the Best Paper Award at the 2002 International Conference on Informatics Education and Research.

Recent and Significant Publications:

- Freeman, L.A. and Urbaczewski, A., Concept maps and assessment: A proposal for extending course-level measurements to discipline- and curriculum-level learning. *Journal of Informatics Education Research*, in press.
- Freeman, L.A. and Urbaczewski, A., Why do people hate spyware? *Communications of the ACM* 48(8):50-53, 2005.
- Freeman, L.A., Landon, T., Waissi, G. and Daykin, I., Developing and launching an online MBA. *Journal of Informatics Education Research* 6(2):27-35, 2004.
- Freeman, L.A. and Jessup, L.M., The power and benefits of concept mapping: Measuring use, usefulness, ease of use, and satisfaction. *International Journal of Science Education* 26(2):151-169, 2004.
- Freeman, L.A. and Urbaczewski, A., Concept maps as an alternative technique for assessing students' understanding of telecommunications. *Journal of Informatics Education Research* 5(2):41-54, 2003.
- Croasdell, D.T., Freeman, L.A. and Urbaczewski, A., Creating, assessing, and understanding the use of concept maps as a teaching and assessment technique. *Communications of the AIS* 12(24):396-405, 2003.
- Freeman, L.A., A refresher in data flow diagramming: An effective aid for analysts. *Communications of the ACM* 46(9):147-151, 2003.
- Freeman, L.A., Simulation and role playing with LEGO® blocks. *Journal of Information Systems Education* 14(2):137-144, 2003.
- Freeman, L.A. and Urbaczewski, A., Teaching tip: Using concept maps to assess students' understanding of IS. *Journal of Information Systems Education* 12(1):3-8, 2001.

Service: Professor Freeman has provided excellent service to the department, school, and university. He has served on two committees or task forces at the department level, nine at the school level, and seven at the university level. Professor Freeman is a member of two editorial boards, four MIS journals, and a member of five professional societies. He has served as a reviewer for six journals and eight conferences. Professor Freeman has participated in a major revision of the undergraduate MIS curriculum and in the development of a proposal for a Masters of Science in Management Information Systems degree program. Since Fall 2003, Professor Freeman has served as Director of Distance Learning & Teaching in the School of Management. In this role, he has conducted five faculty workshops and sponsored three workshops conducted by external experts. He has attended or participated in numerous conferences and workshops aimed at improving the pedagogy of online teaching. He has also created, implemented, and managed numerous projects and initiatives to enhance the School of Management's webMBA program and other online courses and degrees.

External Reviewers:

Reviewer (A)

“It is worth noting that Dr. Freeman’s two A-level publications are in Communications of the ACM, the premier practitioner-oriented journal in the MIS field (with tens of thousands of professional and academic subscribers). Researchers who want to reach the people who build and implement information systems want to publish in this journal.”

Reviewer (B)

“Bottom line, Lee’s publication record reflects hard work and the ability and motivation to do research and writing. I would consider Lee’s research accomplishments to be quite good.”

Reviewer (C)

“Given his teaching load, it seems to me that Dr. Freeman’s record is outstanding. My informal estimate is that he would easily be in the top quartile of his peer group without correcting for teaching load, and perhaps even in the top 10% after making such a correction. There are few others who could thrive so well in such a teaching-intensive environment, especially one that lacks a doctoral program.”

Reviewer (D)

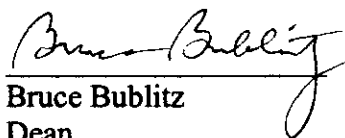
“Dr. Freeman has made substantial contributions to both MIS and education, and has shown efforts to integrate these two streams of research. His potential for growth and achievement lies in his abilities to demonstrate integration of these two streams of research.”

Reviewer (E)

“Judging strictly from the outlets, there is good evidence that the research is of high quality. MISQ is the top rated journal in the field and it is increasingly difficult to get placed in this journal, regardless of the content of the article.”

Summary of Recommendation:

Professor Freeman is an excellent scholar who has made valuable contributions to the management information systems program at the University of Michigan-Dearborn. He is an excellent researcher who has established a reputation as a well-known expert in the field of information systems pedagogy. We are very pleased to recommend, with the strong support of the School of Management Executive Committee, Lee Freeman for promotion to associate professor of management information systems, with tenure.



Bruce Bublitz
Dean
School of Management



Daniel Little
Chancellor
University of Michigan – Dearborn

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