

PROMOTION RECOMMENDATION
The University of Michigan-Dearborn
College of Business
Department of Management Studies

Jun He, assistant professor of management studies, Department of Management Studies, College of Business, is recommended for promotion to associate professor of management studies, with tenure, Department of Management Studies, College of Business.

Academic Degrees:

Ph.D.	2006	University of Pittsburgh, Pittsburgh, PA
M.B.A.	2000	MIT Sloan-Tsinghua University Joint Program, Beijing, China
B.B.A.	1994	Beijing University of Technology, Beijing, China

Professional Record:

2006 - present	Assistant Professor of Management Studies, Department of Management Studies, University of Michigan-Dearborn
2004 – 2006	Visiting Lecturer, Katz School of Business, University of Pittsburgh

Summary of Evaluation:

Teaching: Professor He is rated significantly capable in teaching. Since joining UM-D he has taught six different courses. Four of those six courses were graduate courses. Three of those four courses were taught online. Professor He uses a variety of methods in the classroom, including case analysis, hands-on exercises, lecturing, and student presentations. He finds that his goal is to trigger student interest in the subject matter, which makes him more than just a teacher but rather a mediator in the learning process where it is a win-win for both him and the student.

Research: Professor He is rated excellent in his research. To date, Professor He has published 11 journal articles (two of which are on our “Superior” list and in the IS Senior Scholars “Basket of Eight”). He has a mix of sole-authored papers, papers authored with UM-D colleagues, and papers working with his dissertation advisor. His output has remained fairly steady throughout the years, and he currently has an additional four papers under review at journals.

In addition to his journal articles, he has also published 16 conference proceedings and two refereed chapters in books. He serves as a reviewer for two journals in the “basket of eight” and the number of reviews he is asked to do for those journals is a testament to the quality of his research, the quality of his reviews, and his respect within the field.

Recent and Significant Publications:

He, J. (2011) “The Temporal Aspect of Team Cognition: Proposing the Construct of Team Temporal Cognitions,” *Journal of Leadership, Accountability and Ethics*, 8, 3, pp. 22-29.

He, J. (2011) “Task Pacing Behaviors in Student Teams: An Experimental Study,” *Journal of Learning in Higher Education*, 7, 1, pp. 27-37.

- He, J. (2010) "The Moderating Effect of Hand-on Experience on Technology Acceptance: A Longitudinal Study," *Academy of Taiwan Business Management Review*, 6, 3, pp. 138-148.
- He, J., and Freeman, L. (2010) "Are Men More Technology-Oriented Than Women? The Role of Gender on the Development of General Computer Self-Efficacy of College Students," *Journal of Information Systems Education*, 21, 2, pp. 203-212.
- He, J., and Freeman, L. (2010) "Understanding the Formation of General Computer Self-Efficacy," *Communications of the Association for Information Systems*, 26, 12, pp. 225-244.
- He, J., and King, W.R. (2008) "The Role of User Participation in Information Systems Development: Implications from a Meta-Analysis," *Journal of Management Information Systems*, 25, 1, pp. 301-331.
- King, W.R., Liu, C.Z., Haney M.H., and He, J. (2007) "Method Effects in IS Survey Research: An Assessment and Recommendations," *Communications of the Association for Information Systems*, 20, pp. 457-482.
- He, J., Butter, B.S., and King, W.R. (2007) "Team Cognition: Development and Evolution in Software Project Teams," *Journal of Management Information Systems*, 24, 2, pp. 6261-292

Service: Professor He is rated competent in his/her service. He has a mix of service to the department, college, university, and discipline. For service to the department he has served on multiple search committees for new faculty colleagues. For service to the college he has been the faculty secretary and also plays an important role in our assurance of learning committee and processes. For service to the university, he has been a faculty senator, a Faculty Senate Council member, and has served on the library director search committee. For service to the discipline he has been an active reviewer for both MIS textbooks and the journals as mentioned above.

External Reviewers:

Reviewer A: "As a result of this work, he is a well-known researcher in the area of meta-analysis which is a relatively new research methodology in the information systems research area. This certainly raises the visibility of the university amongst the academic community."

Reviewer B: "[His research] provides significant contributions to both team development and user participation in IS development."

Reviewer C: "He has an impressive array of research projects underway that will likely result in a strong pipeline of future publications."

Reviewer D: "His record is much more impressive than many of his peers, at this stage in his career, and there is much evidence that this high level of research will continue in the future."

Reviewer E: "Dr. He's publications...are based on solid theoretical foundations and with rigorous research methods."

Summary of Recommendation: Professor He is a valuable asset to the research portfolio of the COB. We are very pleased to recommend, with strong support of the College of Business Executive Committee, Jun He for promotion to associate professor of management studies, with tenure, Department of Management Studies, College of Business.



Lee Redding, Interim Dean
College of Business



Daniel Little, Chancellor
University of Michigan-Dearborn

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