Peter H. Gray

McIntire School of Commerce
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Work Experience

2016 –	Full Professor of Information Technology, University of Virginia
2010 – 2016	Associate Professor of Information Technology, University of Virginia
2006 – 2010	Assistant Professor of Information Technology, University of Virginia
2002 – 2006	Assistant Professor of Management Information Systems, University of Pittsburgh
1997 – 2000	Independent consultant, information systems development projects
1990 – 1995	Consultant / Sales Representative, Rhodes & Co. Ltd, Ottawa, Ontario
1983 – 1990	IT Entrepreneur / Programmer, TBC Corp., Ottawa, Ontario

Research Interests

Social networks and social media that enhance organizational performance by providing employees with novel channels for interacting, collaborating, and sharing knowledge.

Education

1999 - 2002	***Ph.D.*** in Management, majors in IS and OB, Queen's University, Kingston, Ontario
1998 - 1999	***M.Sc.*** (Information Systems), Queen's University, Kingston, Ontario
1996 - 1998	***B.Comm***. (Information Systems), Carleton University, Ottawa, Ontario

Refereed Publications

Cross, R., Davenport, T., Gray, P. (alpha order) *Collaborate Smarter, Not Harder*, Sloan Management Review, 61(1), 2019.

Johnson, S., Sarker, S., and Gray, P. *Revisiting Traditional Behavioral IS Research in the Era of Big Data*, Information & Organization, 29, 2019, 41-56.

Crocker, A., Cross, R., and Gray, P., (alpha order) *How Targeted Network Investments Promote Organizational Agility*, People + Strategy Journal, 4(2), 2019, 23-30.

Cross, R., Gray, P., *The Best Way to Network in a New Job*, Harvard Business Review (https://hbr.org/2018/03/the-best-way-to-network-in-a-new-job), March 19, 2018.

Gray, P., Butler, S., Sharma, N., *The Interacting Effects of Distributed Work Arrangements and Individual Dispositions on Willingness to Engage in Sensemaking Behaviors,* JASIST, 66(10), 2015, 2085-2097.

Wang, Y., Gray, P., and Meister, D., *Task-driven Learning: The Antecedents and Outcomes of Internal and External Knowledge Sourcing*, Information & Management, 51, 2014, 939-951.

Bateman, P., Butler, B., Gray, P. (equal contributions), and Diamant, I., *An Attraction-Selection-Attrition Model For Online Community System Size and Resilience*, <u>MIS Quarterly</u>, 38(3), 2014, 699-728.

Cross, R., Gray, P. (equal contributions), *Where Has the Time Gone? Addressing Collaboration Overload in a Networked Economy*, <u>California Management Review</u>, 56(1), 2013, 50-66.

Wang, Y., Meister, D., and Gray, P., *Social Influence and Knowledge Management Systems Use: Evidence from Panel Data*, <u>MIS Quarterly</u>, (37:1), 2013, 299-313.

Cross, R., Gray, P., Gerbasi, A., Assimakopoulos, D., *Building Engagement from the Ground Up*, <u>Organizational Dynamics</u>, 41, 2012, 202-211.

Ballinger, G., Craig, E., Cross, R., and Gray, P. *A Stitch In Time Saves Nine: Leveraging Networks To Reduce The Cost Of Turnover*, <u>California Management Review</u>, 53(4), 2011, 111-133. (Won Best Paper in Academy of Management OB Division 2012)

Gray, P. Parise, S., and Iyer, B., *Innovation Impacts of Using Social Bookmarking Systems*, <u>MIS Quarterly</u>, 35(3), 2011, 629-643.

Wang, Y., Meister, D., and Gray, P. *In or Out: An Integrated Model of Individual Knowledge Source Choice*, <u>Journal of Organizational and End User Computing</u>, 23(2), 2011, 37-56.

Bateman, P., Gray, P. & Butler, B. The Impact of Community *Commitment in Online Communities*, <u>Information Systems Research</u>, 22, 2011, 841-854.

Cross, R., Gray, P., Showers, M., Cunningham, S., Thomas, R. *The Collaborative Organization: How to Make Employee Networks Really Work*, <u>Sloan Management Review</u>, Fall 2010, 83-90. (Won Best Org Development Paper in MIT Sloan Management Review, awarded 2012)

Gray, P.H. & Cooper, W.C. *Pursuing Failure*, <u>Organizational Research Methods</u>, 13(4), 2010, 620-643.

Durcikova, A., & Gray, P.H. *How Knowledge Validation Processes Affect Knowledge Contribution*, <u>Journal of Management Information Systems</u>, 25(4), 2009, pp. 81-108.

Butler, B.S. & Gray, P.H. *Reliability, Mindfulness, and Information Systems*, <u>Management Information Systems Quarterly</u>, 30(2), 2006, 211-224.

Gray, P.H. & Durcikova, A. *The Role of Knowledge Repositories in Technical Support Environments: Speed Versus Learning in User Performance*, <u>Journal of Management Information Systems</u>, 22(3), Winter 05-06, pp. 161-193.

Gray, P.H. & Meister, D. *Knowledge Sourcing Methods*, <u>Information & Management</u>, 43(2), 2006, pp. 142-156.

Gray, P.H. & Meister, D. *Knowledge Sourcing Effectiveness*, <u>Management Science</u>, 50(6), 2004, pp. 821-834.

Gray, P.H. & Meister, D. *Fragmentation and Integration in Knowledge Management Research*, <u>Information Technology & People</u>, 16(3), 2003, pp. 259-265.

Gray, P.H. *The Impact of Knowledge Repositories on Power and Control in the Workplace*, <u>Information Technology & People</u>, 14(4), 2001, pp. 368-384.

Gray, P.H. *A Problem Solving Perspective on Knowledge Management Practices*, <u>Decision Support Systems</u>, 31(1), 2001, pp. 87 - 102.

Gray, P.H. *The Effects of Knowledge Management Systems on Emergent Teams: Towards a Research Model,* Journal of Strategic Information Systems, 9(2-3), 2000, pp. 175 - 191.

Gray, P.H. & Chan, Y. *Integrating Knowledge Management Practices Through a Problem Solving Framework*, Communications of the AIS, 4(12), 2000.

Other Publications

Gray, P.H. & Ranta, D., Networks of Excellence, The Organizational Network Fieldbook, editors: R. Cross, J. Singer, S. Colella, B. Thomas, Jossey Bass, 2010, pp. 11 - 21.

Gray, P. H.   *Knowledge Sourcing Effectiveness,* Unpublished Doctoral Dissertation, Queen's University, 2002.

Gray, P. H.   *Empirical Evaluation of a Typology of Knowledge Management Practices*, Unpublished Master's Dissertation, Queen's University, 1999.

Gray, P. H.   *Knowledge Management and Virtual Organizations: A Review*, Journal of Global Information Management, Special Issue (July-September 2000).

Refereed Conference Presentations

Bateman, P., Gray, P. & Butler, B. *Should I Stay or Should I Go: The Role of Referrals in Online Community Member Turnover and Tenure*, 31st International Conference on Information Systems, December 2010.

Bateman, P., Gray, P. & Butler, B. Community Commitment, 27th International Conference on Information Systems, December 2006.

Gray, P.H. & Butler, B.   Exploratory Knowledge Sourcing in Distributed and Collocated Settings, European Academy of Management, May 2005.

Gray, P.H. & Meister, D.   Knowledge Sourcing Effectiveness, 5th Organizational Learning and Knowledge Management conference, June 2003.

Gray, P.H. & Meister, D.   Task and Technology Fit: Lessons from Knowledge Sourcing Technologies, Minnesota Knowledge Management Symposium, March 2003.

Gray, P.H. & Meister, D.   Anomaly Reconciliation in Electronic Discussion Groups, 22nd International Conference on Information Systems (ICIS), December 2001.

Gray, P.H.   A Problem Solving Perspective on Knowledge Management Practices, 4th Organizational Learning & Knowledge Management Conf., June 2001.

Gray, P.H.   Power and Control in Document Driven Knowledge Management Systems, Awarded Best Student Paper award in the OCIS division, Academy of Management Annual Meeting, Toronto, Ontario; August 2000.

Gray, P.H. & Chan, Y.   A Typology of Knowledge Management Practices. Presented at the Administrative Sciences Association of Canada conference; Saint John, New Brunswick; June 1999.

Editorial and Review Activities

Senior Editor, Journal of the Association for Information Systems (2016-19).
Associate Editor, Special Issue of MISQ on Information Technology and Innovation (2014).
Associate Editor, MIS Quarterly (2009 - 2013).
Member, editorial review board, JAIS (2009 - 2010).
Member, editorial review board, Organization Science (2004 - 2010).
Member, editorial review board, Information Technology & People (2003-18).
Co-editor of Special Issue of Information Technology & People on Organizational Impacts of Knowledge Management Systems (16:3), 2003.

Recent ad-hoc *reviewer* for a number of leading journals and conferences, including *Information Systems Research, Journal of the Association of Information Systems, Journal of MIS,* and *MIS Quarterly.*

Other Conference Participation

Associate Editor	International Conference on Information Systems, 2009-20, 2006-07
KM Track Co-Chair	International Conference on Information Systems, 2005
Discussant	Academy of Management, 2004
Discussant	International Conference on Information Systems, 2003

Invited Presentations

School of Business, Virginia Commonwealth University, Richmond, November 2011
School of Business, HEC Montreal, October 2010
Schulich School of Business, York University, November 2006
Desautels Faculty of Management, McGill University, November 2006
Queen's School of Business, Queen's University, June 2005
Richard Ivey School of Business, University of Western Ontario, November 2002

Teaching Experience

Strategic Management of Information Technology (MS-MIT), 2007-19
ICE Strategy & Systems (Undergraduate), 2006-19
ICE Managerial Decision Making (Undergraduate), 2018-19
Business Systems Dynamics (Undergraduate), 2015-2016
Systems Analysis and Design (MBA), 2002 - 2006
Systems Analysis and Design (undergraduate), 2004, 2006
Knowledge Management Systems (MBA), 2003, 2004
Knowledge Management Systems (undergraduate), 2000, 2001
Knowledge Management (PhD), 2004

University of Virginia Service

2019-2020	ICE Team 3 Leader
2018-2020	UVA Faculty Senator
2018-2020	Member, UVA Senate Research, Teaching, and Scholarship Committee
2018-2020	UVA Harrison Awards Evaluator
2010-2020	McIntire Research Committee
2018	Member, Tenure Task Force
2018	Member, ICE Task Force
2006-2018	Undergraduate Programs Committee
2011-2018	Member, various ARPT subcommittees
2017	Chair, ARPT Subcommittee for Jeri Seidman
2016	Chair, ARPT Subcommittee for Maisy Wong
2015	Chair, ARPT Subcommittee for Kieran O'Connor
2011	Chair, ARPT Subcommittee for Gary Ballinger
2010	Chair, ARPT Subcommittee for Drew Hess

Honors

2014	MISQ Reviewer of the Year for 2014.
2006	MISQ Reviewer of the Year for 2005.
2001	ICIS Doctoral Consortium
2000	Best OCIS Student Paper, Academy of Management Annual Meeting, Toronto.
1998	University Medal in Public Affairs & Management

PhD Committees

2009	Tanvi Gautam (Committee member)
2008	Patrick Bateman (Committee member)
2007	Scott Boss (Committee member)
2005	Jun He (Committee member)
2004	Alexandra Durcikova (Committee member)

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