

Peter H. Gray

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University of Virginia
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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 people 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 (4,726 Google Scholar citations as of 6/26/23. h-index 23, i10-index 24)

Burton-Jones, A., Gray, P., and Majchrzak, A., *Producing Significant Research*, MIS Quarterly, 47(1), 2023, i-xv.

Cross, R. L. & P. Gray. *The Best Way to Network in a New Job*, Harvard Business Review, Special Issue, Fall 2022, 114-115.

Gray, P., Cross, R., and Arena, M., *Use Networks to Drive Culture Change*, Sloan Management Review, 63(2), 2022, 51-58.

Kitchens, B., Johnson, S., and Gray, P., *Understanding Echo Chambers and Filter Bubbles: The Impact of Social Media on Diversification and Partisan Shifts in News Consumption*, MIS Quarterly, 44(4), 2020, 1619-1649. (Distinguished Winner, 2020 AOM Responsible Research in Management Award; 1st Runner Up, 2020 OCIS Best Published Paper Award; MISQ 2020 Paper of the Year; AIS 2020 Best Paper Award)

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

Johnson, S., Gray, P. and Sarker, S. *Revisiting IS Research Practice 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.
- 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*, MIS Quarterly, 38(3), 2014, 699-728.
- Cross, R., Gray, P. (equal contributions), *Where Has the Time Gone? Addressing Collaboration Overload in a Networked Economy*, California Management Review, 56(1), 2013, 50-66.
- Wang, Y., Meister, D., and Gray, P., *Social Influence and Knowledge Management Systems Use: Evidence from Panel Data*, MIS Quarterly, (37:1), 2013, 299-313.
- Cross, R., Gray, P., Gerbasi, A., Assimakopoulos, D., *Building Engagement from the Ground Up*, Organizational Dynamics, 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*, California Management Review, 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*, MIS Quarterly, 35(3), 2011, 629-643.
- Wang, Y., Meister, D., and Gray, P. *In or Out: An Integrated Model of Individual Knowledge Source Choice*, Journal of Organizational and End User Computing, 23(2), 2011, 37-56.
- Bateman, P., Gray, P. & Butler, B. *The Impact of Community Commitment in Online Communities*, Information Systems Research, 22, 2011, 841-854.
- Cross, R., Gray, P., Showers, M., Cunningham, S., Thomas, R. *The Collaborative Organization: How to Make Employee Networks Really Work*, Sloan Management Review, Fall 2010, 83-90. (Won Best Org Development Paper in MIT Sloan Management Review, awarded 2012)
- Gray, P.H. & Cooper, W.C. *Pursuing Failure*, Organizational Research Methods, 13(4), 2010, 620-643.
- Durcikova, A., & Gray, P.H. *How Knowledge Validation Processes Affect Knowledge Contribution*, Journal of Management Information Systems, 25(4), 2009, pp. 81-108.
- Butler, B.S. & Gray, P.H. *Reliability, Mindfulness, and Information Systems*, Management Information Systems Quarterly, 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*, Journal of Management Information Systems, 22(3), Winter 05-06, pp. 161-193.
- Gray, P.H. & Meister, D. *Knowledge Sourcing Methods*, Information & Management, 43(2), 2006, pp. 142-156.
- Gray, P.H. & Meister, D. *Knowledge Sourcing Effectiveness*, Management Science, 50(6), 2004, pp. 821-834.

- Gray, P.H. & Meister, D. *Fragmentation and Integration in Knowledge Management Research*, Information Technology & People, 16(3), 2003, pp. 259-265.
- Gray, P.H. *The Impact of Knowledge Repositories on Power and Control in the Workplace*, Information Technology & People, 14(4), 2001, pp. 368-384.
- Gray, P.H. *A Problem Solving Perspective on Knowledge Management Practices*, Decision Support Systems, 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.

Working Papers

- Cooper, W.C. and Gray, P., *Construct Drift*, targeting Journal of Management.
- Li, J., Kitchens, B., Johnson, S., and Gray, P. *Disparities in Online Health Information Discovery and Consumption: A Multi-Channel, Journey-Based View*. Rejected from MIS Quarterly, June 2022.
- Kitchens, B., Johnson, S., Li, J., and Gray, P., *The Role of Information Discovery Channels in Health Information Consumption Patterns*, in preparation for submission to MIS Quarterly.

Other Publications

- Cross, R. L. & P. Gray. *Optimizing Return-to-Office Strategies with Organizational Network*, MIT Sloan Management Review Blog Post. (2021, June 29).
(<https://sloanreview.mit.edu/article/optimizing-return-to-office-strategies-with-organizational-network-analysis/?og=Home+Editors+Picks>)
- S. L. Johnson, B. Kitchens, & P. Gray. *Facebook Serves as an Echo Chamber, Especially for Conservatives. Blame Its Algorithm*, Washington Post. (2020, Oct 26).
(<https://www.washingtonpost.com/opinions/2020/10/26/facebook-algorithm-conservative-liberal-extremes/>).
- Cross, R. L. & P. Gray. *The Best Way to Network in a New Job*, HBR Blog Post. (2018, March 19).
(<https://hbr.org/2018/03/the-best-way-to-network-in-a-new-job>)
- 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, MIS Quarterly (2021-).

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.

Ad-hoc reviewer for a number of leading journals and conferences, including ISR, JAIS, Journal of MIS, and MIS Quarterly.

Teaching Experience

Strategic Management of Information Technology (MS-MIT), 2007-22

ICE Strategy & Systems (Undergraduate), 2006-22

ICE Managerial Decision Making (Undergraduate), 2018-22

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

2019-2023	ICE Team 3 Leader
2010-2023	Research Committee
2019-2023	ICE Steering Committee
2016-2023	ITI Area Group Storytelling Workshop Coordinator
2006-2023	MSMIT Mod 4 Coordinator
2023	Member, Promotion to Full Subcommittee
2023	Member, Korgaonkar ARPT Subcommittee
2022	Member, Lukyanenko ARPT Subcommittee
2021	Member, Chaired IT Professor Search Committee
2020	Member, Li ARPT Subcommittee
2019	Chair, Gregory ARPT Subcommittee
2018-2021	UVA Faculty Senator
2018-2021	Member, UVA Senate Research, Teaching, and Scholarship Committee
2018-2021	UVA Harrison Awards Evaluator
2018	Member, Tenure Task Force
2018	Member, ICE Task Force
2006-2018	Undergraduate Programs Committee
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

Other Recent Service

2023	AIS Senior Scholar Mentor
2022	MISQ Reviewer Development Workshop
2022	MISQ Responsible Research in Business and Management Selection Committee
2022	MISQ Scholarly Development Academy – Mentor
2021	MISQ Reviewer Development Workshop
2021	City University of Hong Kong IS Research Workshop
2021	<i>Meet the Papers</i> IS Research Workshop

Honors

2021	<i>Optimizing Return-to-Office Strategies</i> named 1 of 12 Top 2021 MIT SMR Articles
2021	Winner, 2020 AIS Best Paper Award.
2021	Winner, 2020 MISQ Best Paper Award.
2021	Distinguished Winner, 2020 AOM Responsible Research in Management Award.
2021	1st Runner Up, 2020 OCIS Best Published Paper Award.
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

2023	Jeffrey Bakthakumar (External examiner)
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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