

Andrew M. Hardin, Ph.D.

Assistant Professor of Management
Information Systems
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Education

Washington State University **2001- 2005**
Ph.D. Management Information Systems

California State University, Bakersfield **1999- 2001**
Master of Business Administration

California State University, Bakersfield **1996-1999**
Bachelor of Science, Business Administration
Management Information Systems

Research Interests

Virtual Teamwork, Global Issues in Information Systems, Information Systems
Development, Information Technology in Education, Human-Computer Interaction, Virtual
Worlds, Research Methodologies, Decision Support Systems, Trust

Publications

Looney, C. and Hardin A. 2009 “Decision Support for Retirement Portfolio Management:
Overcoming Myopic Loss Aversion via Technology Design.” *Management Science*, ePub
ahead of print, August 3,
<http://mansci.journal.informs.org/cgi/content/abstract/mnsc.1090.1052>

Kim, J. and Hardin, A. (forthcoming) “The Impact of Virtual Worlds on Word-of-Mouth:
Improving Social Networking and Servicescape in the Hospitality Industry” *Journal of
Hospitality Marketing & Management*

Hardin, A., Chang, J, and Fuller, M. (2008) “Clarifying the Use of Formative Measurement
in the IS Discipline: The Case of Computer Self-Efficacy.” *Journal of the Association for
Information Systems*, 9(9) 545-547.

Hardin, A., Chang, J, and Fuller, M. (2008) “Formative and Reflective Measurement:
Comment on Marakas, Johnson, and Clay (2007),” *Journal of the Association for Information
Systems*, 9(9) 519-535.

**Hardin, A., **Fuller, M., and Davison, R. (2007), Efficacy in Technology–Mediated
Distributed Teams, *Journal of Management Information Systems*, 23(3) 221-247.

*Hardin, A., Fuller, M., and Scott, C. (2007), Diffusion of Virtual Innovation, *The DATABASE for Advances in Information Systems*, 38(4) 40-45.

Hardin, A., Fuller, M., and Davison, R. (2007), I Know I Can, But Can We? Culture Influences on Efficacy in Global Virtual Teams, *Small Group Research*, 38(1) 1-26.

Hardin, A., Fuller, M., Valacich, J. (2006), Measuring Collective Efficacy in Virtual Teams: New Questions in an Old Debate, *Small Group Research*, 37(1) 65-85.

Davison, R., Fuller, M. and Hardin, A. (2003), E-Consulting in Virtual Negotiations, *Group Decision and Negotiation*, 12, 517-535.

*All authors contributed equally

**Co-first authors

Selected Work in Progress

Hardin, A., Chang, J. Fuller, M. and Torkzadeh, R., The Place and Value of Formative Measurement in IS Research

Status: Invited for 3rd round review at *MIS Quarterly*

Torkzadeh, R., Chang, J.C.J., and Hardin, A. The development and test of a relationship model on system use, job learning, and impact

Status: Under Review at *European Journal of Information Systems*

Krishen, A., Hardin, A., and Fuller, M., Virtual World E-commerce (Vtail): At the Intersection of Etail and Retail

Status: Under Review at *Journal of Consumer Research*

Hardin, A., Looney, C., and Fuller, M. Using Self-efficacy Theory to Understand Computer-Based Tutorial Systems Design: The Effect of Pretraining Enactive Mastery on Feature Selection, Use and Performance

Status: Final revisions *Decision Sciences*

Hardin, A. Fuller, M. and Davison, R. Collective Efficacy in Distributed teams: The Development of a Theoretical Model of Virtual Team Efficacy

Status: Final revisions

Target: *MIS Quarterly*

Fuller, M. Hardin, A., Schechtman, G. Participative Goal Setting in Self-Directed Virtual Teams: The Role of Virtual Team Efficacy and Group Potency in Goal Setting Effectiveness and Performance

Status: Final revisions

Target: *Information Systems Research*

Hardin, A., Krishen, A., A Multidisciplinary Investigation of the Identity Creation, Self-Efficacy, and Personality of Virtual World Entrepreneurs

Status: Instrument Development in process

Target: *Journal of Applied Psychology*

Conference Mini-Tracks, Proceedings and Presentations

Ladd, D., Hardin, A., and Fuller, M. (2009) "Stopping "How" from Driving "What": Advice on Avoiding Measurement Item Mis-specification" International Conference on Information Systems, Phoenix, Arizona

Torkzadeh, R, Chang, J.C.J., and Hardin, A. (2009) "The development and test of a relationship model on system use, job learning, and impact", European Conference on Information Systems, Verona, Italy (Nominated for Best Paper Award)

Hardin, A., Fuller, M. and Schneider, C. (2009) Mini-Track "Cognitive Theories in Virtual Teams", America's Conference on Information Systems, San Francisco

Fuller, M., Hardin, A. Schechtman, G. Scott, C., and Pike, R. (2009) Mini-Track "Perception Formation in Virtual Worlds", America's Conference on Information Systems, San Francisco

Hardin, A., and Fuller, M. (2007), "Organizational Collaboration and Virtual Worlds: Developing a Research Agenda" *Virtual Worlds: A 7-Year Research Agenda*, Columbia University, New York

Hardin, A., Looney, C., and Fuller, M. (2006), "Computer Based Learning Systems and the Development of Computer Self-Efficacy: Are all Sources of Efficacy Created Equal?" *Information Technology in Education*, America's Conference on Information Systems, Acapulco, Mexico

Hardin, A. (2004), "Virtual Team Efficacy Theory: Understanding the Influence of Antecedents and Mediators in the Virtual Team Efficacy - Performance Relationship" *Doctoral Consortium Program*, America Conference on Information System, New York City, New York

Nicholson, J., Hardin, A., and Nicholson D. (2003), "Test Performance and the Medium: Unearthing Differences That Make a Difference" *Information Technology in Education*, America's Conference on Information Systems, Tampa, Florida

Hardin, A., Joshi, K., and Xin, L. (2002), "Business as Usual: IS Job Skill Requirements During the Internet Era" *Portfolios for Information Technologies*, America's Conference on Information Systems, Dallas, Texas

Invited Presentations

Hardin, A. (2009) "Virtual Team Efficacy and Virtual Worlds", UNLV College of Business Executive Advisory Board

Hardin, A. (2008), "What Happens in Pullman Can Stay in Vegas", MIS Brown Bag Series, Washington State University, Pullman, Washington

Hardin, A. (2005), Testing the Influence of Collective Efficacy Beliefs on Group Level Performance Metrics: An Investigation of the Virtual Team Efficacy—Performance Relationship in Global Information Systems Project Management Teams, *Washington State University MIS Brown Bag Series*, Pullman, Washington.

Dissertation

Committee

Mark Fuller and Joe Valacich (Co-chairs), Craig Parks

Title

Testing the Influence of Collective Efficacy Beliefs on Group Level Performance Metrics: An Investigation of the Virtual Team Efficacy—Performance Relationship in Global Information Systems Project Management Teams

Awards

- MIS department nominee for UNLV College of Business Teacher of the Year (2009)
- Recipient \$5,000 UNLV College of Business Entrepreneur Grant (2008)
- AMCIS Doctoral Consortium Participant (2004)
- ICIS WSU Doctoral Consortium Nominee (2004)
- Recipient \$30,000 California State University Doctoral Forgivable Loan (2002)
- Recipient Washington State University Graduate Student Travel Funding Grant (2003)
- Runner-up Instructor of the Year Award, MIS Department, Washington State University (2004)
- Outstanding Graduate Student California State University, Bakersfield (2001)

Service

- Associate Editor, Information Systems Journal
- Mini-Track Chair America's Conference For Information Systems (2009)
- Associate Editor European Conference on Information Systems (2006-2009)
- Reviewer: Management Information Systems Quarterly
- Reviewer: Information Systems Research
- Reviewer: European Journal of Information Systems
- Reviewer: Information Systems Journal
- Reviewer: DATABASE
- Reviewer: International Journal of Human-Computer Studies
- Reviewer: Small Group Research
- Reviewer: Human Relations
- Reviewer: Academy of Management Learning & Education
- Reviewer: Group Dynamics
- Reviewer: Information Technology and People
- Session Chair: Information Technology in Education AMCIS 2003, 2006
- Reviewer: ICIS 2003-2009
- Reviewer: HICSS 2003-2009
- Reviewer: AMCIS 2002-2009
- PLS-Graph Beta Site Coordinator (Washington State University)
- Invited speaker for 5th grade class (2008-2009) "Career Day" at MJ Christensen Elementary School, Las Vegas NV

Affiliations

- Member Association of Information Systems (AIS)
- Member Beta Gamma Sigma National Honor Society
- Member SIG-HCI

Courses Taught

The University of Nevada, Las Vegas Spring 2001

2007 to Present

Spring 2009

MIS 764 Ecommerce and Advanced Web Development (Graduate)-
Hybrid Onsite/Online
MBA 730 Information Systems for Business (Graduate)

Fall 2008

MIS 744 IS Planning and Strategy (Graduate)- Hybrid
Onsite/Online
MBA 730 Information Systems for Business (Graduate)

Spring 2008

MIS 495 IS Development and Management
MIS 101 Introduction to Information Systems

Fall 2007

MIS 495 IS Development and Management
MIS 744 IS Planning and Strategy (Graduate)

The College of William and Mary

2005 to 2007

Spring 2007

BUAD 612 MBA Core—IS Strategy (Graduate)
BUAD 330 Computer Skills for Business

Fall 2006

BUAD 612 MBA Core—IS Strategy (Graduate)
BUAD 330 Computer Skills for Business

Summer 2006

BUAD 595 Business Modeling & Web Development Using
ASP.NET 2.0 (Graduate)

Spring 2006

BUAD 505 MAcc Program—Accounting Information Systems
(Graduate)

BUAD 362 Introduction to IS
BUAD 330 Computer Skills for Business

Fall 2005

BUAD 469 Business Programming using Visual Basic.NET
BUAD 330 Computer Skills for Business

Courses Taught cont'd

Washington State University

2001 to 2005

Summer 2005

MIS 448 Information Systems Project Management

Spring 2005

MIS 448 Information Systems Project Management

Fall 2004

MIS 448 Information Systems Project Management

Spring 2004

MIS 448 Information Systems Project Management (On Campus and Distance Degree)

Summer 2003

MIS 375 E-Commerce

Spring 2003

MIS 250 Introduction to MIS concepts and technologies (Distance Degree Program)

Fall 2002

MIS 250 Introduction to MIS concepts and technologies (Distance Degree Program)

Summer 2002

MIS 375 E-Commerce

California State University, Bakersfield

2000 to 2001

Spring 2001

MIS 300 Concepts and Applications

Fall 2000

MIS 200 Software Productivity Tools

Santa Barbara Business College

2000 to 2001

Introduction to Computers, Microsoft Access, Microsoft Excel, Microsoft FrontPage, Microsoft Outlook, Ethics, Business English, Personal Development, Human Relations

Employment History

Assistant Professor of Management Information Systems: University of Nevada, Las Vegas	2007 to Present
Visiting Assistant Professor of Information Systems: The College of William & Mary	2005 to 2007
Graduate Assistant: Washington State University	2001 to 2005
Instructor: California State University Bakersfield	1999-2001
Instructor: Santa Barbara Business College	2000-2001
Hardin's Commercial and Residential Maintenance Service Owner: Residential and commercial maintenance service. Responsible for project management, invoicing, billing reconciliation, tax preparation, and all other duties associated with running and operating a small business. Business was profitable all five years	1996 to 2001
Process Equipment Company Parts and Services Manager: Responsible for sales, purchasing, invoicing, and inventory control. Increased parts and service department average sales from \$30,000 per month to over \$80,000 per month Responsible for the business analyst duties associated with the integration of the parts and services department inventory tracking system during the installation of a companywide Windows NT based computer system. Last year of employment, parts and services generated over \$1 million in annual sales.	1993 to 1996
Texaco Refining and Marketing Purchasing Agent/Materials Coordinator/Planner: Responsible for the daily purchasing of refinery related items. Instrumental in the installation of a bar code based inventory control system. Last assignment, materials coordinator on a \$77 million heavy crude expansion project. Responsible for the management of the personnel and resources necessary for the receipt and control of all project materials. Other duties included planning and emergency purchasing during refinery shutdown. All duties performed using network based software technology.	1987 to 1993