

Karen L. Williams
Professor in Practice
The University of Texas at San Antonio

Department of Info Systems & Cyber Security
College of Business
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Education

Doctor of Philosophy, Business Administration, Information Management Systems, The Florida State University

Bachelor of Science, Business Systems Science, University of West Florida

Master of Business Administration, Business, University of West Florida

Bachelor of Arts, English, University of Colorado

Academic Positions

2017 - present	Professor in Practice, The University of Texas at San Antonio
2015 – 2017	Distinguished Senior Lecturer, The University of Texas at San Antonio
2002 - 2015	Senior Lecturer, The University of Texas at San Antonio
2001 - 2002	Visiting Assistant Professor, Our Lady of the Lake University
1992 - 2001	Assistant Professor, The University of Texas at San Antonio
1988 - 1992	Research & Teaching Assistant, Florida State University
1983 - 1988	Adjunct Instructor, University of West Florida
1983 - 1984	Adjunct Instructor, Pensacola Junior College

Administrative Assignments

- 2018 - present Assistant Department Chair
- 2002 - 2003 Associate Director, Business Scholars Program, The University of Texas
at San Antonio

SCHOLARSHIP/RESEARCH/CREATIVE WORKS

Intellectual Contributions

Scholarship/Research/Creative Works Currently in Progress

1. Choo, K.-K. R., Rout, J. K., Dash, A. K., Bakshi, S., Jena, S. K., and Williams, K.L. A Model for Sentiment and Emotion Analysis of Unstructured Social Media Text

Book, Chapter in Scholarly Book-New - Peer-Reviewed/Refereed

1991

1. Williams, K. L., & Zmud, R. (1991). Executive Team Support: An Illustration of the Difficulties that Can Arise in Achieving a 'Fit' Between Organizational and Technological Environments. In Sol, H.G. and Vecsenyi, J. (Eds.), *Environments for Supporting Decision Processes*. Amsterdam: North-Holland:.

Book, Chapter in Non-Scholarly Book-Revised - Peer-Reviewed/Refereed

1995

1. Williams, K. L., & Vogt, J. (1995). Dialogue for Building Work Relationships in Continuously Improving Organizations. *The 1995 Annual: Volume I, Training* (pp. 27-43). San Diego: Pfeiffer & Company.

Journal Article, Academic Journal - Peer-Reviewed/Refereed

2010

1. Williams, K. L., Clark, J., Beebe, N., & Shepherd, L. (2010). Security and Privacy Governance: Criteria for System Design. *Journal of Information Privacy and Security*, 5(4), 3-30.

Conference Proceeding - Peer-Reviewed/Refereed

2012

9. Warren, J., Young, D. K., & Williams, K. L. (2012). Personality, Gender and Careers in Information Technology. Seattle, WA: Proceedings of the 18th

Americas Conference on Information Systems.

1995

8. Williams, K. L. (1995). An Investigation of the Use of Self-Directed Work Teams in Information Systems Projects. Proceedings of the 1995 Decision Sciences Institute Annual Meeting.
7. Williams, K. L. (1995). An Experiential Exercise to Illustrate Differences in Information Processing Behaviors and Styles. *Developments in Business Simulation and Experiential Exercises* (vol. 22, pp. 274-275).

1994

6. Williams, K. L., & Zmud, R. (1994). The Management of Information Technology Initiatives: A Contextual Model. (vol. 2, pp. 928-930). Proceedings of the 1994 Decision Sciences Institute Annual Meeting.

1993

5. Williams, K. L. (1993). The Impact of Group Roles among Project Management Team Members on Information Technology Project Performance. (vol. 1, pp. 465). Proceedings of the 1993 Decision Sciences Institute Annual Meeting.

1992

4. Williams, K. L., Mitchell, V., West, L., & Zmud, R. (1992). A Decision Context for the Sourcing of Information Services. (vol. 2, pp. 952-954). Proceedings of the 1992 Decision Sciences Institute Annual Meeting.
3. Williams, K. L., Vogt, J., & Mitchell, V. (1992). Computer Information Systems as Empowerment Tools in TQM Settings. (vol. 3, pp. 1589). Proceedings of the 1992 Decision Sciences Institute Annual Meeting.

1991

2. Williams, K. L., Page, D., & Baugh, S. (1991). Sexual Harassment: In the Eye of the Beholder. Proceedings of the 1991 Southern Management Association Meeting.

1990

1. Williams, K. L., Clark, T., & Mitchell, V. (1990). End User Computing Growth and Management in Organizations. (vol. 1, pp. 201-215). Proceedings of the 1990 International System Dynamics Conference.

Presentations

Paper - Peer-Reviewed/Refereed

2009

15. Williams, K. L., Reynolds, J., Lott, R., Blackstone, R., & Contreras, D., "Using

Assessments to Create Success for Students," 21st Annual Texas Association of Collegiate Testing Personnel Conference, Austin, Texas. (December 2009).

14. Williams, K. L., & Shepherd, L., "Presenting a Web-Based MS Office Course to the Masses Using myITLab - Lessons Learned," 45th Association for Computer Educators in Texas Conference, Corpus Christi, Texas. (October 2009).

1995

13. Williams, K. L., "An Experiential Exercise to Illustrate Differences in Information Processing Behaviors and Styles," 1995 Association for Business Simulation and Experiential Learning (ABSEL) Annual Meeting, San Antonio. (March 1995).

1994

12. Williams, K. L., & Zmud, R., "The Management of Information Technology Initiatives: A Contextual Model," Decision Sciences Institute Annual Meeting, Honolulu. (November 1994).
11. Williams, K. L., "Group Roles in IT Project Management Teams: A Case Analysis," ORSA/TIMS Joint National Meeting, Detroit. (October 1994).

1993

10. Williams, K. L., "The Impact of Group Roles Among Project Management Team Members on Information Technology Project Performance," Decision Sciences Institute Annual Meeting, Washington, D.C. (November 1993).
9. Williams, K. L., "Exploring the Role of Organizational Learning in the Transfer of Technology: Suggestions from a Case Study," ORSA/TIMS Joint National Meeting, Phoenix. (November 1993).

1992

8. Williams, K. L., Vogt, J., Holler, J., & Powell, R., "Exploring the Role of Information and IS as Empowerment Techniques in TQM Environments," Thirteenth Annual International Conference on Information Systems, Dallas. (December 1992).
7. Williams, K. L., Mitchell, V., West, L., & Zmud, R., "A Decision Context for the Sourcing of Information Services," Decision Sciences Institute Annual Meeting, San Francisco. (November 1992).
6. Williams, K. L., Vogt, J., & Mitchell, V., "Computer Information Systems as Empowerment Tools in TQM Settings," Decision Sciences Institute Annual Meeting, San Francisco. (November 1992).
5. Williams, K. L., Mitchell, V., Lamont, B., & Hart, P., "The Strategic Nature of IT: An Integrative View," 1992 Southeast Decision Sciences Institute Meeting,

Savannah. (February 1992).

1991

4. Williams, K. L., Lasseigne, T., & Yates, V., "Transnational Strategic Control: Integrating Culture, Group Decision Processes, and Management Information Systems," ORSA/TIMS Joint National Meeting, Anaheim. (November 1991).
3. Williams, K. L., Page, D., & Baugh, S., "Sexual Harassment: In the Eye of the Beholder," 1991 Southern Management Association Meeting, Atlanta. (November 1991).

1990

2. Williams, K. L., Clark, T., & Mitchell, V., "End User Computing Growth and Management in Organizations," 1990 International System Dynamics Conference, Chestnut Hill, Ma. (July 1990).

1985

1. Williams, K. L., "Organizational Socialization: Programs and Processes for Increasing Women's Effectiveness in Organizations," Fourth Annual International Conference on Women and Organizations, San Diego. (August 1985).

Oral Presentation - Not Peer-Reviewed/Refereed

2002

2. Williams, K. L., "Web-delivered customizable training and testing software in a single program for MS Office 200 & XP - designed to create a unique learning path for every student," South Texas Community College Information Technology Symposium, Brownsville, Texas. (October 2002).

1995

1. Williams, K. L., "Group Roles in IT Project Management Teams: A Case Analysis," UTSA College of Business Faculty Forum Series. (October 28, 1995).

TEACHING

Face to Face Courses

- Information Systems for Management (Introduction to MIS) [undergraduate & graduate] - The University of Texas at San Antonio, Florida State University, University of West Florida, Our Lady of the Lake University
- Business Information Systems Fluency (Microsoft Office) – The University of Texas at San Antonio
- Information Resource Management - The University of Texas at San Antonio

- Information Processing for Business (MIS concepts with Lotus & dBASE) - Florida State University
- Production and Operations Management - Florida State University
- Introduction to Computers - Pensacola Junior College
- Introduction to Programming in BASIC - Pensacola Junior College
- Microcomputers and You - Pensacola Junior College
- Management Issues and Women - University of West Florida
- Systems Analysis and Design – The University of Texas at San Antonio

Online Courses

- Business Information Systems Fluency – The University of Texas at San Antonio, Our Lady of the Lake University
- Principles of Information Systems for Management – The University of Texas at San Antonio

SERVICE

Department Service

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| 2017 - Present | Committee Member, ISCS Department Undergraduate Programs Committee. |
| 2016 - Present | Co-Course Coordinator, IS 1403 Business Information Systems Fluency. |
| 2007 - Present | ISCS Department Area Champion, State Employee Charitable Campaign (SECC). |
| 2002 - Present | Course Coordinator, IS 3003/5003 Principles of Information Systems for Management. |
| 2018 - 2019 | Committee Member, ISCS Department Merit Evaluation Committee. |
| 2018 | Committee Member, ISCS Department Search Committee - 7 NTT positions. |
| 2003 - 2018 | ISCS Department Liaison, Library Committee. |
| 2016 | Committee Member, Harvey Najim Pathways Scholarship Committee. |
| 2014 - 2016 | Assessment of Learning Coordinator - MBA-IS. |
| 2011 - 2016 | Faculty Advisor, Computer Information Systems Association (formerly |

- Association for Information Systems (AIS) Student Chapter).
- 2016 Representative for the department at Roadrunner Days activities for new freshmen, Roadrunner Days Department Representative (with Yoris Au).
- 2015 Department Representative at Sophomore Assembly.
- 2002 - 2011 Course Coordinator, IS 1403 Business Information Systems Fluency.
- 2009 - 2010 Faculty Advisor, Data Information Systems Club (DISC) - Student Organization
- 1994 - 2001 Course Coordinator, IS 3003 Principles of Information Systems for Management
- 1998 - 1999 Secretary, Department Faculty Forum
- 1995 - 1997 Committee Chair, Academic Policy and Curricula Committee
- 1994 - 1997 Affirmative Action Representative, Information Systems Faculty Search Committee
- 1992 - 1997 Committee Member, Information Systems Faculty Search Committee
- 1993 - 1995 Committee Member, Academic Policy and Curricula Committee
- 1993 - 1995 Department Coordinator, Annual United Way Fund Campaign

College Service

- 2020 - Present Committee Member, COB Instructional Efficiency Team, College of Business.
- 2020 - Present Secretary, College of Business Faculty Forum.
- 2019 - Present Committee Member, COB Faculty Workload Guidelines Committee.
- 2019 - Present Committee Member, COB Practice Academics Engagement Committee.
- 2013 - Present Committee Member, COB MBA Committee.

2018 - 2019	Committee Chair, COB Strat Squad - Student Success.
2017 - 2019	Committee Member, COB Diversity and Inclusion Advisory Committee
2008 - 2016	Committee Chair, COB Non Tenure Track Handbook Committee
2015	Secretary, College of Business Faculty Forum
2004 - 2010	Secretary, College of Business Faculty Forum
2008	Committee Member, College of Business Faculty Forum By-Laws Revision Committee
2004 - 2005	Committee Member, College of Business Downtown Campus Advisory Committee
2003 - 2005	Faculty Advisor, Business Scholars Program
1998	Committee Member, College of Business Summer Enrollment Study Committee
1996 - 1997	Committee Member, College of Business Quality Assurance and Continuous Improvement Team
1993 - 1996	Committee Member, Management of Building/Development Search Committee
1993 - 1995	Committee Member, College of Business Furnishings and Finishings Committee for the New Academic Building

University Service

2019 - Present	Committee Member, NTT Titles and Promotion Working Group.
2019 - Present	College of Business Advisory Member, Honors College Advisory Council, UTSA Honor's College.
2018 - Present	Campus Security Authority - CLERY. Authorized campus representative for reporting statistics regarding certain criminal offenses regarding students.
2018 - Present	Committee Member, Faculty Senate Academic Freedom, Evaluation and Tenure Committee.
2015 - Present	COB Non Tenure Track Representative, Faculty Senate.
2012 - Present	Committee Member, SECC President's Advisory Committee.

2010 - Present Faculty Advisor, Protectors of Animal Welfare and Safety (PAWS) - Student Organization.

2005 - Present Treasurer, Roadrunner Cat Coalition. (a registered faculty/staff volunteer service organization)

2009 - 2019 Committee Member, Graduation Ceremonies Committee.

2019 Committee Member, Search Committee - Ricardo Romo Endowed Professorship - Honors College.

2016 - 2018 Chairperson, SECC President's Advisory Committee.

2011 - 2016 Faculty Advisor, Earth Week Committee.

2016 Committee Member, Student Success Collaboration Committee (EARN Replacement).

2015 Invited Participant, Provost's NTT Faculty Focus Group

2011 - 2014 Committee Member, Faculty Learning Management System Advisory Group

2011 - 2014 Committee Member, Faculty Senate Curriculum Committee

2004 - 2009 Committee Member, Faculty Senate Executive Committee

2004 - 2009 Committee Member, Faculty Senate

2005 - 2006 Team Captain, UTSA Annual Women's Walk for Athletics Team

1994 - 1997 Team Captain, UTSA Annual Women's Walk for Athletics Team

1995 - 1996 Committee Member, UTSA Women's History Week, Organizing Committee

1994 - 1995 Committee Member, Center for the Study of Women and Gender Faculty Advisory Board

1995 Program Coordinator, UTSA Women's History Week Program

1993 - 1994 Committee Member, UTSA Family Picnic Committee

Professional Service

- 2010 Invited Participant, UTSA Center for Policy Studies
- 2010 Reviewer, Book, Business & Information Systems: A Unified Approach, by Robert C. Nickerson and Sally Baack
- 2010 Invited Participant, Cengage Learning Faculty Focus Group: Student Centered Teaching in MIS,
- 2010 Reviewer, Book, Business Driven Information Systems, 3rd Edition, by Paige Baltzan and Amy Phillips
- 2009 Member, Association of Computer Educators of Texas
- 2009 Member, Decision Sciences Institute
- 2008 Invited Participant, Prentice Hall MIS Review Panel on undergraduate Introduction to MIS textbooks
- 2008 Invited Participant, McGraw Hill-Irwin Publishers MIS Symposium

Awards, Honors, and Biographical Listings

- 2019 Dean's Teaching Excellence Award for Non-Tenure-Track Faculty, UTSA College of Business
- 2019 2019 President's Distinguished Achievement Award for Teaching Excellence (non-tenure track faculty)
- 2019 Best Professor - College of Business - Department of Information Systems & Cyber Security, COB Business Student Council
- 2019 COB Nominee for the Minnie Stevens Piper Distinguished Teaching Award
- 2018 Favorite Professor - College of Business - Department of Information Systems and Cyber Security, COB Business Student Council
- 2018 Patrick J. Clynes Excellence in Service Faculty Award, College of Business
- 2016 All Star Professor Award - College of Business - Department of Information Systems and Cyber Security, COB Business Student Council

- 2015 All Star Professor Award - College of Business - Department of Information Systems and Cyber Security, COB Business Student Council
- 2014 All Star Professor Award - College of Business - Department of Information Systems and Cyber Security, COB Business Student Council
- 2014 Patrick J. Clynes Excellence in Service Faculty Award, College of Business
- 2014 UTSA Nominee for the 2014 Regent's Outstanding Teaching Award
- 2013 All Star Professor Award - College of Business - Department of Information Systems and Cyber Security, COB Business Student Council
- 2012 Best Undergraduate Professor - Department of Information Systems & Cyber Security, COB Business Student Council Award
- 2009 MBA Association Teaching Award
- 2008 Dean's Excellence Award for University Service, College of Business
- 2005 Faculty Recognition Award, University Honors Alliance

Faculty Development Activities Attended

- 2020 Applying the Quality Matters (QM) Rubric Certification Work Shop, Quality Matters Professional Development
- 2020 Seminar, Toward a Theoretical Framework for Cyber bullying: (The Impact of Power Imbalance, Neutralization, and Communication Medium), Department of Information Systems and Cyber Security
- 2020 Presentation, Resources to Support Our Students' Well-being and Success, Associate Vice Provost for Faculty Success
- 2020 Seminar, Towards Building a Comprehensive Fingerprinting Framework for the Efficient Generation of Cyber Threat Intelligence, Department of Information Systems and Cyber Security
- 2020 Seminar, The Ties of Success in the Mobile App Market: Examining Mobile App Success from a Product Network Perspective, Department of Information Systems and Cyber Security
- 2020 Presentation, Classroom to Career-Integrating marketable Skills into

- Pedagogy, UTSA Academy of Distinguished Teaching Scholars
- 2020 Workshop, Handling Student Concerns, Associate Vice Provost for Faculty Success
- 2020 Seminar, Robust News Veracity Detection, Department of Information Systems and Cyber Security
- 2020 Seminar, The Information Era: Data and Analysis, Department of Information Systems and Cyber Security
- 2019 Seminar, Investigating the Human Aspects that Influence End-User E-mail Phishing Avoidance Behavior, Department of Information Systems and Cyber Security
- 2019 Workshop, SACSCOC Session for UTSA Academic Leaders, AVP Strategic Planning and Assessment
- 2019 Seminar, Insider Threat Detection: Automating Psychological Assessment, Department of Information Systems & Cyber Security
- 2019 Workshop, Department Chair Training-Budget, Finance and HR, AVP Academic Affairs & UTSA Human Resources
- 2019 Presentation, Best Practices for Community Engagement, UTSA Academy of Distinguished Teaching Scholars
- 2019 Presentation, Student Organization Advisor Roundtable, UTSA Student Activities
- 2019 Workshop, Faculty Senate Annual Retreat, UTSA Faculty Senate
- 2019 Workshop, Faculty Credentialing Training for Departments and Colleges, UTSA Human Resource Services
- 2019 Workshop, Lecture Capture Pilot Training, COB Online Learning
- 2019 Conference Attendance, National Cengage Learning Computing Conference, Cengage Publishing, Seattle, Washington
- 2019 Workshop, Classroom to Career: Preparing Students for the Next Step, UTSA Teaching & Learning Services
- 2018 Presentation, Combined Undergraduate & Graduate Courses: Pedagogical Challenges & Opportunities, UTSA Academy of Distinguished Teaching Scholars

- 2018 Workshop, Not Too Hot to Handle: Civil Discussion in the Classroom, UTSA Teaching and Learning Services
- 2018 Presentation, Student Organization Advisor Roundtable, UTSA Student Activities
- 2018 Conference Attendance, National Cengage Learning Computing Conference, Cengage Publishing, Charleston, South Carolina
- 2018 Presentation, Instructor-Initiated Drop, UTSA Academy of Distinguished Teaching Scholars
- 2018 Workshop, Academic Integrity: Prevention and Management, UTSA Teaching and Learning Services
- 2018 Personal Training Session on Blackboard Tools, Blackboard Tools-I, UTSA Office of On-line Learning
- 2017 Personal Training Session on Blackboard Tools, Blackboard Tools-II, UTSA Office of On-line Learning
- 2017 Workshop, Completing Your Annual Report in Digital Measures, UTSA Teaching and Learning Services
- 2017 Personal Training Session on Blackboard Tools, Blackboard Tools-I, UTSA Office of Online Learning
- 2017 Workshop, DFWs Revisited - How to reduce percentages not quality, UTSA Academy of Distinguished Teaching Scholars
- 2017 Conference Attendance, National Cengage Learning Computing Conference, Cengage Publishing
- 2017 Workshop, Teaching Large Classes: Does size impact pedagogy?, UTSA Academy of Distinguished Teaching Scholars
- 2017 Workshop, Making Slides that have Power and Point!, UTSA Teaching and Learning Services
- 2017 Workshop, The Lecture is Dead! Long Live the Lecture!, UTSA Teaching and Learning Services
- 2016 Presentation, 2016 Fall Faculty Showcase: Hybrid/Online Course Ideas, UTSA Office of Online Learning

- 2016 Workshop, Why Teach an Online or Hybrid Class?, UTSA Academy of Distinguished Teaching Scholars
- 2016 Presentation, Disruptive Innovation: Using Big Data to Change Conversations, UTSA Faculty Center
- 2016 Conference Attendance, Cengage Learning Computing Conference, Cengage Publishing, Orlando, Florida
- 2016 Workshop, The Challenge of Reducing DFWs, UTSA Academy of Distinguished Teaching Scholars
- 2016 Presentation, Civilian Response to Active Shooter Events, UTSA Police Department
- 2016 Workshop, Assessing Students with Online Assignments and Tests, UTSA Office of Information Technology
- 2015 Workshop, Flipping the Classroom, UTSA Faculty Center
- 2015 Conference Attendance, Cengage Learning Computing Conference, Cengage Publishing, Phoenix, AZ
- 2015 Workshop, AACSB Assessment Seminar, AACSB, Austin, TX
- 2015 Workshop, Blackboard Learn - Using the Gradebook Features, UTSA Office of Information Technology
- 2014 Workshop, Blackboard Learn to ASAP Grade Transfer, UTSA Office of Information Technology
- 2014 Workshop, Distinguishing Mental Illness from Incivility in the Classroom, UTSA Faculty Center
- 2013 Workshop, Promoting Deep Learning Through Critical Reflection, UTSA Teaching & Learning Center
- 2012 Workshop, Blackboard Learn - Silver Level, UTSA - Office of Information Technology
- 2012 Workshop, Blackboard Learn - Bronze Level, UTSA - Office of Information Technology
- 2012 Workshop, Using Quality Multiple-Choice Questions to Assess Critical Thinking, UTSA Teaching & Learning Center

- 2011 Workshop, Introducing i>clicker 2, UTSA Teaching & Learning Center
- 2011 Workshop, 7-Learner Centered Principles to Improve Your Teaching, UTSA Teaching and Learning Center
- 2011 Conference Attendance, Course Technology - Austin Forum, Cengage Learning
- 2010 Workshop, Raising the Bar: Lower Expectations and Higher Learning, UTSA Teaching & Learning Center
- 2010 Workshop, Difficult Students, Difficult Situations, Civility, Disruptions, and Scholastic Dishonesty, UTSA Teaching & Learning Center
- 2010 Workshop, Paper-based Versus Online Administration of Student Rating Scales, UTSA Teaching & Learning Center
- 2010 Conference Attendance, Risk & Security Summit, Ernst & Young
- 2009 Conference Attendance, 21st Annual Texas Association of Collegiate Testing Personnel Conference
- 2009 Conference Attendance, 45th Annual Conference, Association for Computer Educators of Texas