

Frank MacCrorry

Paul Merage School of Business
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Education

- **Ph. D. in Management (MIS concentration)** 2012
Dissertation title: *“Explaining the Exceptions: Theory and Evidence on the Economic Behavior of IT Professionals”*
University of California, Irvine (Irvine, CA)
- **B.S. in Communications & Applied Technology**, Summa cum Laude 2004
Drexel University (Philadelphia, PA)

Academic Experience

- **Assistant Professor of Teaching** 2020-present
University of California, Irvine – Paul Merage School of Business
- **Assistant Professor** 2016-2020
Fordham University – Gabelli School of Business
- **Post-Doctoral Associate** 2013-2016
Massachusetts Institute of Technology – Sloan School of Management
- **Visiting Assistant Professor** 2012-2013
Fordham University – Gabelli School of Business
- **Lecturer** 2010-2012
University of California, Irvine – Paul Merage School of Business
- **Teaching Assistant** 2007-2012
University of California, Irvine – Paul Merage School of Business

Research

Refereed Journal Articles

- Karakatsanis, I., AlKhader, W., MacCrorry, F., Alibasic, A., Omar, M., Aung, Z. and Woon, W. (2017) “Data Mining Approach to Monitoring the Requirements of the Job Market: A Case Study,” *Information Systems* 65(1): 1-6.
- MacCrorry, F., Choudhary, V. and Pinsonneault, A. (2016) “Designing Promotion Tournaments to Mitigate Turnover of IT Professionals,” *Information Systems Research* 27(3): 648-660.

Conference Proceedings

- MacCrorry, F., Ravindran, K. and Vithayathil, J. (2020) “Social Media Use, Self-Efficacy Measures and Leisure Activities as Indicators of Entrepreneurial Intent,” *Proceedings of the Global Information Technology Management World Conference, GITMA*.

- MacCrory, F. and Katsamakas, E. (2019) “The Smartphone as the Incumbent ‘Thing’ among the Internet of Things,” *Proceedings of the 52nd Annual Hawai’i International Conference on System Sciences*. IEEE.
- Vithayathil, J. and MacCrory, F. (2018) “Effect of Social Media Use and Face-to-Face Communications on Project Success Moderated by Cultural Dimensions,” *Proceedings of the Global Information Technology Management World Conference, GITMA*.
- MacCrory, F., Westerman, G. and Brynjolfsson, E. (2015) “Identifying the Skills in Skill-Biased Technical Change,” *Proceedings of the Thirty-Sixth International Conference on Information Systems*. AIS.
- MacCrory, F., Westerman, G., Alhammadi, Y. and Brynjolfsson, E. (2014) “Racing With and Against the Machine: Changes in Occupational Skill Composition in an Era of Rapid Technological Advance,” *Proceedings of the Thirty-Fifth International Conference on Information Systems*. AIS. [Best Paper Winner]
- MacCrory, F., and Shivendu, S. (2014) “The Smartphone You Want on the Carrier You Don’t: Exclusive Contracts in Dynamic Multi-Layer Platforms,” *Proceedings of the 16th International Conference on Electronic Commerce*. ACM Digital Library.
- MacCrory, F., and Shivendu, S. (2014) “How Should Carriage Disputes in Digital Media Be Addressed?” *Proceedings of the 47th Annual Hawai’i International Conference on System Sciences*. IEEE.
- MacCrory, F., and Shivendu, S. (2013) “Multilayer Two-Sided Platforms: The Role of Exclusive Contracts,” *Proceedings of the 46th Annual Hawai’i International Conference on System Sciences*. IEEE.

Refereed Journal Articles under Review

- MacCrory, F. and Katsamakas, E. “Competition of Multiplatform Firms: Implications for the Internet of Things,” under second-round review at *PLoS ONE*.

Other Research in Progress

- *Imputing Student Engagement from Administrative Records*, with Kevin Bradford, Kenneth Murphy, and Patricia Wellmeyer
- *Collaborative Multiple Trials with Shared Control Groups*, with Vidyanand Choudhary and Hemant Bhargava
- *Doctor Ratings on Dimensions That Matter*, with Vidyanand Choudhary
- *Media Saturation and Other Impacts from the Democratization of Content Production*

Presentations

- MacCrory, F. and Katsamakas, K. (2021) “Competition of Multi-Platform Ecosystems in the Internet of Things,” presented at the Platform Strategy Symposium, Boston, MA.
- MacCrory, F., Ravindran, K. and Vithayathil, J. (2020) “Social Media Use, Self-Efficacy Measures and Leisure Activities as Indicators of Entrepreneurial Intent,” presented at the Global Information Technology Management Association Annual Conference, Paris, France.
- Benzell, S., Brynjolfsson, E., MacCrory, F. and Westerman, G. (2020) “Identifying the Multiple Skills in Skill-Biased Technical Change,” invited to present at Baruch College, New York, NY. [Canceled due to Covid-19]

- MacCrory, F. and Katsamakos, E. (2019) “The Smartphone as the Incumbent ‘Thing’ among the Internet of Things,” presented at:
 - Hawai’i International Conference on System Sciences, Maui, HI.
 - Conference on Information Systems and Technology, Phoenix, AZ (2018).
- MacCrory, F. and Shivendu, S. (2018) “Beyond Multi-Sided: The Multilayer Platform,” presented at University of South Florida, Tampa, Florida.
- Vithayathil, J. and MacCrory, F. (2018) “Effect of Social Media Use and Face-to-Face Communications on Project Success Moderated by Cultural Dimensions,” presented at the Global Information Technology Management Association Annual Conference, Mexico City, Mexico.
- MacCrory, F., Westerman, G. and Brynjolfsson, E. (2016) “Identifying the Multiple Skills in Skill-Biased Technical Change,” presented at:
 - Fordham University, New York, NY.
 - International Conference on Information Systems, Fort Worth, TX (2015).
- MacCrory, F., Westerman, G. and Brynjolfsson, E. (2016) “The Value of Skills and Education in the Second Machine Age,” presented at MIT Initiative of the Digital Economy Annual Conference, Cambridge, MA.
- MacCrory, F., Westerman, G. and Brynjolfsson, E. (2015) “Skill-Biased Technical Change and the College Premium,” presented at Workshop on Information Systems and Economics, Dallas, TX.
- MacCrory, F., Westerman, G. and Brynjolfsson, E. (2015) “Skills Valued in the Second Machine Age,” presented at MIT Initiative of the Digital Economy Annual Conference, Cambridge, MA.
- MacCrory, F., Westerman, G., Alhammadi, Y. and Brynjolfsson, E. (2014) “Racing With and Against the Machine: Changes in Occupational Skill Composition in an Era of Rapid Technological Advance,” presented at:
 - International Conference on Information Systems, Auckland, New Zealand (Best Paper winner).
 - MIT Center for Digital Business Annual Conference, Cambridge, MA.
- Westerman, G. and MacCrory, F. (2014) “Digital Transformation and Organizational Performance: Differential Effects of Transformation Capability and Digitally Transformed Processes,” presented at Conference on Information Systems and Technology, San Francisco, CA.
- MacCrory, F., and Shivendu, S. (2014) “The Smartphone You Want on the Carrier You Don’t: Exclusive Contracts in Dynamic Multi-Layer Platforms,” presented at International Conference on Electronic Commerce, Philadelphia, PA.
- MacCrory, F., and Shivendu, S. (2014) “How Should Carriage Disputes in Digital Media Be Addressed?” (Best Paper nominee) presented at Hawai’i International Conference on System Sciences, Waikoloa, HI.
- Westerman, G. and MacCrory, F. (2013) “Everybody Loves a Complement: Disentangling the Complementary Effects of IT on Firm Performance,” presented at Workshop on Information Systems Economics, Milan, Italy.

- MacCrory, F., Dedrick, J. and Kraemer, K. (2013) “The View from Onshore: Incentive Effects of Offshoring upon Onshore Personnel,” presented at INFORMS Annual Conference, Minneapolis, MN.
- MacCrory, F., and Shivendu, S. (2013) “Multilayer Two-Sided Platforms: The Role of Exclusive Contracts,” (Best Paper nominee) presented at Hawai’i International Conference on System Sciences, Maui, HI.
- MacCrory, F., and Shivendu, S. (2012) “An Analytic Framework of Exclusive Contracts in Multilayer Two-Sided Platforms,” presented at the Workshop on Information Systems and Economics, Orlando, FL.
- MacCrory, F., Choudhary, V. and Pinsonneault, A. (2012) “Designing Promotion Tournaments to Mitigate Turnover of IT Professionals,” presented at:
 - University of Calgary, Calgary, AB.
 - Fordham University, New York, NY.
 - Loyola University Maryland, Baltimore, MD.
 - Workshop on Information Systems and Economics, Shanghai, China (2011).
- Fitoussi, D., MacCrory, F. and Pinsonneault, A. (2011) “Information Asymmetry in Information Systems Development Efforts,” presented at INFORMS Annual Conference, Charlotte, NC.
- MacCrory, F., Choudhary, V. and Pinsonneault, A. (2011) “Career Concerns for IT Professionals,” presented at CRITO Research Workshop, Irvine, CA.
- Dedrick, J., Kraemer, K., and MacCrory, F. (2011) “Factors Influencing Global Sourcing Choice and Performance: Impacts of Firm Characteristics and Motivation,” presented at the Fifth Annual Global Sourcing Workshop, Courchevel, France.
- Fitoussi, D., MacCrory, F. and Pinsonneault, A. (2009) “Information Asymmetry and the Productivity of Information Workers,” presented at the Workshop on Information Systems and Economics, Phoenix, AZ.
- MacCrory, F., Fitoussi, D. and Pinsonneault, A. (2008) “Strategies for Managing the Onshore Workforce in Offshore Environments,” presented at Society for Information Management Academic Workshop, Paris, France.

Teaching

- **Competing with Digital** (MBA core) 2020-present
- **Introduction to Information Management** (UG core) 2020-present
- **EDGE** (MBA elective) 2022-present
- **Management of Information Technology** (UG elective) 2022-present
- **Technical Advisor for Merage Consulting Project** (MBA elective) 2020-2021
- **Advanced Spreadsheet Modeling** (UG, MS, and MBA elective) 2012-2020
- **Data Mining for Business** (MS core) 2016-2020
- **Internship Supervision** (MS and MBA individual study) 2019-2020

- **Analytics Bootcamp** (MBA launch) 2018-2019
- **Management Information Systems** (MBA core) 2012-2013
- **Teaching Assistant** 2007-2012
Edge (MBA elective), IT for Management (MBA, HCMBA and EMBA core), Introduction to Information Management (UG core), Business Law (UG elective)

Service

- **Member of Council of Education Policy** (Future Appointment) 2024-2027
Subcommittee on Courses & Continuing, Part-Time, & Summer Session
- **Member of Faculty Honors Committee** 2023-present
- **Reviewer for Conference on Information Systems and Technology** 2011-present
- **Reviewer for ICIS Conference** 2008-present
- **Member of Undergraduate Program Committee** 2021-2023
- **Member of Candidacy Committee** 2021
Cristina DeHaro
- **Reviewer for *Information Systems Research*** 2013-2021
- **Reviewer for *MIS Quarterly*** 2017-2021
- **Judge for Deloitte March Madness Analytics Competition** 2018-2020
- **Associate Editor for ICIS Conference** 2019-2020
- **Judge for NYC Emerging Case Competition** 2019-2020
- **Reviewer for ECIS Conference** 2013-2019
- **Reviewer for *European Journal of Information Systems*** 2017-2019
- **Member of Graduate Curriculum Committee** 2018-2019
- **Member of Recruiting Committee for Information Systems Area** 2018-2019
- **Member of Curriculum Innovation Committee** 2019
- **Reviewer for HICSS Conference** 2012-2018
- **Session Chair for Conference on Information Systems and Technology** 2015-2018
- **External reviewer for City University of Hong Kong research grant** 2018
- **Reviewer for *Journal of Southeast Asian Economies*** 2016-2017
- **Panelist for Learning and the Brain Conference** 2017
- **Member of Local Planning Committee for Research** 2017
- **Reviewer for *Management Science*** 2011-2016
- **Session Chair for INFORMS Conference** 2015
- **Reviewer for *Production and Operations Management*** 2015
- **Reviewer for *Journal of Management Information Systems*** 2013-2014
- **Program Committee for ICEC Conference** 2014

- **Discussant for the Platform Strategy Research Symposium** 2013
- **Program Committee for WISE Conference** 2013
- **Principle writer for *Harvard Business Review's* first Self-Assessment Tool** 2013
- **Judge for California State University Student Research Competition** 2012
- **Webmaster for IT Teaching Workshop** 2012
<http://it-teachingworkshop.merage.uci.edu/>
- **Reviewer for *Electronic Commerce Research and Applications*** 2011
- **Reviewer for Global Sourcing Workshop** 2011
- **Reviewer for *Management Research Review*** 2011
- **Student Staff for INFORMS 2009 Annual Meeting** 2009
- **Reviewer for PACIS Conference** 2009
- **Finance Officer** 2007-2008
Paul Merage School of Business PhD Student Association
- **Academic Senate (Graduate Student Representative)** 2008
Planning & Budget Committee
- **Reviewer for *International Journal of Electronic Commerce*** 2007
- **Volunteer for World Innovation Forum** 2007

Honors and Awards

- **Summer Research Support** 2023
- **Faculty Fellowship** 2020-2021
- **LinkedIn Economic Graph Challenge** 2015
Proposal accepted to use LinkedIn data in addressing serious economic problems. Selection based on the project's novelty, impact and feasibility. One of only two teams selected for follow-on collaboration.
- **ICIS Best Paper Award** 2014
"Racing with and Against the Machine" was selected over 319 accepted papers in the premier Information Systems conference from 1,220 submissions.
- **HICSS Best Paper Nominee** 2014
- **HICSS Best Paper Nominee** 2013
- **Inducted into *Beta Gamma Sigma* Honor Society** 2012
- **Most Promising Future Faculty Member Fellowship** 2011-2012
First-ever Management student to receive this fellowship awarded on the basis of excellence in research, teaching and service.
- **ICIS Doctoral Consortium** 2010
- **Stephen K. Tamura Foundation Fellowship** 2009-2010
- **UC Regents' Fellowship** 2006-2007

- **First Honors** 2005
Awarded for highest GPA in graduating class.
- **William J. Norbeck Award** 2005
- **Inducted into Golden Key International Honour Society** 2005

Professional Memberships

- **Association for Information Systems** 2008-present
- **INFORMS** 2009-present
- **Information Systems Society (INFORMS)** 2011-present
- **EBusiness SIG (INFORMS)** 2017-present