

Zong Dai

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EDUCATION

- **Doctor of Business Administration**, Manchester Business School, University of Manchester, England, 2004
- **Master of Business Administration**, College of Commerce, University of Saskatchewan, Canada, 1993

PROFESSIONAL DEVELOPMENT

- **Management Accounting & Accounting Information Systems (using SAP)**, SAP University Alliances Faculty Workshop, California State University at Chico, California, 2008
- **Accounting Information Systems (using SAP)**, SAP University Alliances Faculty Workshop, California State University at Chico, California, 2007
- **Supply Chain Management (using SAP)**, SAP University Alliances Faculty Workshop, University of Wisconsin at Milwaukee, Wisconsin, 2007
- **Business Process Integration (using SAP)**, SAP University Alliances Faculty Workshop, Humber Institute of Technology & Advanced Learning, Canada, 2006
- **E-Business Technology**, IBM Summer Scholars Program, IBM, Rochester, Minnesota, 2002
- **Further Graduate Studies in Information Systems**, successfully completed the graduate courses of Information Technology Hardware/Software, Telecommunications Technology & Management, Advanced Network Technology, Project & Change Management, Dakota State University, 2000. Dakota State University, South Dakota, 2000

AREAS OF TEACHING EXPERTISE

- Entrepreneurship
- Strategic Management
- Finance and Investments
- International Business
- Management Information Systems
- Data Science and Data Management

ACADEMIC EXPERIENCE

- **Tenured Full Professor of Business Administration**, School of Business, Alfred University, New York, Present
- **Smith Endowed Professor in Business**, Alfred University, New York, 2011 – Present
- **Associate Professor (tenured)**, College of Business, Alfred University, New York, 2009 – 2014
- **Assistant Professor**, College of Business, Alfred University, New York, 2003 – 2009
 - **Undergraduate courses taught:** Business Policy, Business Startups, Money and Banking, Business Financial Decisions, Investment Management, International Business, International Financial Management, Computer Applications for Business, Management Information Systems, Database Management, Computer Programming, Java, Visual Basic, Systems Analysis & Design
 - **MBA courses taught:** Critical Thinking and Problem Framing, Accounting Information Systems, Investment Management, Quality Management, Enterprise Resources Planning (using SAP)

- **Assistant Professor**, Department of Business & Managerial Science, Marywood University, Pennsylvania, 2001 – 2003
 - **Undergraduate courses taught:** Operations Management, Quantitative Methods, Management Information Systems, Database Management, Java, C++, Data Communications & Computer Networks, Operating Systems
 - **MBA course taught:** E-Business
- **Assistant Professor of Business & Computer Science**, School of Business and Technology, College of West Virginia (now Mountain State University), West Virginia, 2000 – 2001
 - **Undergraduate courses taught:** Operations Management, Quantitative Methods, Management Information Systems, Database Management, Java, C++, Data Communications & Computer Networks, Operating Systems
 - **Graduate course taught:** Quantitative Methods
- **Senior Research Fellow**, Global Manufacturing Research Group, School of Engineering, Sheffield Hallam University, England, 1996 – 1998
 - Conducted research in manufacturing engineering
 - Worked on the global manufacturing performance evaluation project funded by the UK Engineering & Physical Sciences Research Council and industrial partners including British Steel and Avesta

HONORS & AWARDS

- **Emerald Publishing Literati Award of Excellence, 2013**

An article entitled "Toward a learning-based view of innovation" published in *Competitiveness Review: An International Business Journal* has been chosen as a Highly Commended Award Winner at the Literati Network Awards for Excellence 2013. The award winning papers are chosen following consultation amongst the journal's Editorial Team, many of whom are eminent academics or practitioners.

SCHOLARSHIP

Peer-Reviewed Journal Publications since 2005

- Dai, Z. 2014. Causality of incubatee financial performance, reprinted in *Journal of Competitiveness Studies*, Vol. 22, No. (1&2): 43-48.
- Dai, Z. 2013. Dark energy for the creation of the firm. *Competition Forum*, 11(1): 44–49.
- Dai, Z. 2012. Toward a learning-based view of innovation, reprinted in *Competitiveness Review*, 22(1): 18–27.
- Dai, Z. 2012. Causality of incubatee financial performance. *Competition Forum*, 10(2): 176–179.
- Summerville, K. & Dai, Z. 2012. Business process, financial performance and data management. *Competition Forum*, 10(2): 180–184.
- Dai, Z. 2011. Virtual business incubation: A case study. *Competition Forum*, 9(1): 38–41.
- Dai, Z. 2009. Toward a learning-based view of innovation. *Competition Forum*, 7(1): 167–175.
- Dai, Z., Duserick, F., & Rummel, A. 2009. Creating a learning culture for competitive advantage. *Competition Forum*, 7(1): 17–24.
- Dai, Z. 2008. Supply chain transformation by ERP for enhancing performance, reprinted in *Advances in Competitiveness Research*, 16. 1/2: 87–98.
- Dai, Z. & Duserick, F. 2008. An empirical study of learning-enabled innovation. *Competition Forum*, 6(2): 366–371.

- Tang Z. & Dai, Z. 2008. A modeling technique for BPR based on extended Petri Net. *Issues in Information Systems*, IX(2): 351–360.
- Dai, Z., Duserick, F., & Huang. W. 2007. Strategic implementation of organizational learning: An empirical study. *Issues in Information Systems*, VIII(2):166–170.
- Dai, Z. & Rummel, A. 2007. E-learning as a strategic differentiator for customer services: An empirical investigation. *Competition Forum*, 5(1): 299–305.
- Dai, Z. & Duserick, F. 2007. An empirical study of e-learning for improving value-chain activities. *Competition Forum*, 5(1): 260–264.
- Duserick, F., Huang. W., & Dai, Z. 2007. The impact of effective strategic planning and leadership on employee satisfaction. *Competition Forum*, 5: 243–252.
- Dai, Z. & Duserick, F. 2006. Redefine MIS curriculum for the IT offshoring paradigm. *Issues in Information Systems*, VII(1): 216–219.
- Dai, Z. & Duserick, F. 2006. Toward process-oriented ERP implementation. *Competition Forum*, 4(1): 148-158.
- Dai, Z. & Viggiani, F. A. 2006. Toward creating learning-based competitive advantage: An empirical investigation. *Competition Forum*, 4(1): 1-9.
- Duserick, F., Huang. W., & Dai, Z. 2006. Structural equation modeling for evaluating employee satisfaction. *Competition Forum*, 4(2): 395-404
- Dai, Z. 2005. A derived black box model of competitive IT infrastructure: A case study of Air Products. *Competition Forum*, 3(1): 151-162.
- Dai, Z. 2005. Supply chain transformation by ERP for enhancing performance. *Competition Forum*, 3(2): 404-413.
- Dai, Z. & Duserick, F. 2005. Enterprise systems and corporate performance: Process, transformation and measurement. *Communications of the ICISA*, 7(1).
- Dai, Z., Duserick, F. & Dai, L. 2005. Achieving competitiveness by organizational learning: Strategy, transformation and measurement. *Issues in Information Systems*, VI(2): 147-153.
- Duserick, F., Dai, Z., & Huang, W. 2005. Benchmarking strategic planning: An empirical investigation. *Competition Forum*, 3(1): 24-32.

Working Papers

- Dai, Z. Toward a new theory of the firm. To be submitted to *Academy of Management Review*.
- Dai, Z. Strategic responses to institutional complexity: An empirical study. To be submitted to *Strategic Organization*.
- Dai, Z. Big data and small business performance. To be submitted to *Competitiveness Review*.

Peer-Reviewed Proceedings

- Summerville, K. & Dai, Z. 2012. Strategic data management for enhancing financial performance. *Proceedings of World Finance & Banking Symposium*, Shanghai, China.
- Tang Z. & Dai, Z. 2008. Modeling business process reengineering through extended Petri Net. *Proceedings of Fourth International Conference on Natural Computation*, IEEE Computer Society, pp. 458–463.
- Dai, Z. & Duserick, F. 2007. An empirical study of strategic implementation of organizational learning. *Proceedings of Sixth Wuhan International Conference on E-Business*, Alfred University Press.
- Huang, W., Duserick, F., & Dai, Z. 2007. Not-for-profit governance: A case study. *Proceedings of Sixth Wuhan International Conference on E-Business*, Alfred University Press.

- Dai, Z. & Duserick, F. 2006. The impacts of IT offshoring on MIS education. *Proceedings of Fifth Wuhan International Conference on E-Business*, Volume I, Alfred University Press, pp. 97-100.
- Dai, Z., Duserick, F., & Dai, L. 2005. A process perspective on ERP implementation. *Proceedings of the North American Technology & Business 2005 Conference*, September 22-23, Montreal, Canada.
- Dai, Z., Duserick, F. & Huang, W. 2005. Supply chain transformation for enhancing corporate performance. *Proceedings of Fourth Wuhan International Conference on E-Business*, Alfred University Press.
- Dai, Z., Duserick, F., & Huang, W. 2005. Benchmarking strategic planning. *Proceedings of Fourth Wuhan International Conference on E-Business*, Alfred University Press.
- Dai, Z., Duserick, F., Huang, W., & Rummel, A. 2005. Benchmarking employee satisfaction, *Proceedings of 2005 Manila International Conference on Business & Technology*, Alfred University Press.
- Dai, Z., Duserick, F., & Huang, W. 2005. ERP integration management. *Proceedings of 2005 Manila International Conference on Business & Technology*, Alfred University Press.
- Liu, H. & Dai, Z. 2004. A case study of enterprise IT infrastructure and sustainable competitiveness. *Proceedings of Third Wuhan International Conference on E-Business*, Alfred University Press, pp. 204-226.

Editorial and Professional Work

- Editor-in-Chief, *Journal of Management Science* (www.jofims.net), ISSN: 1933-2424 (Online), ISSN: 1933-2416 (Print), listed in Cabell's, 2006 – Present
- President of the East Asia region, International Society for Competitiveness (ISC), 2013 – Present
- Founder and President of Dainamic Group Inc. (<http://www.dainamicg.com>), 2006 – Present
- Editorial Board, *International Journal of Electronic Trade*, ISSN: 1742-7533 (Online), ISSN: 1742-7525 (Print), 2007 – Present
- Chairperson, the Session of Strategic Initiatives and Firm Competitiveness, 2013 Conference of American Society for Competitiveness & International Society for Competitiveness, Pittsburgh, PA, November, 7-9, 2013
- International Advisory Board, Second International Congress on Pervasive Computing and Management (ICPCM), Delhi, India, 2009
- Editorial Board, *Proceedings of the Third, Fourth and Fifth Wuhan International Conferences on E-Business*, Alfred University Press (ISBN: 0-9604962-9-9; 0-9604962-7-0; 0-9604962-8-9), 2004, 2005 and 2006
- Reviewer, *International Journal of Services and Standards*, ISSN: 1740-8849, and *International Journal of Modelling and Simulation*, ISSN: 0228-6203 (Print), ISSN: 1925-7082 (Online)

Service

- Faculty Resource to Alfred University Board of Trustees, 2012 – Present
- Alfred University Faculty Senator, 2011 – Present
- Chair of Research & Scholarship Committee, Faculty Senate, Alfred University, 2013 – Present
- Vice President, Faculty Senate, Alfred University, 2011 – 2012
- Strategic Planning Council, Alfred University, 2011 – 2013
- Intellectual Property Committee, Alfred University, 2011 – Present
- Curriculum Committee, College of Professional Studies, Alfred University, 2011 – 2013
- MBA Council, School of Business, Alfred University, 2006 – Present
- Director, Alfred University in Korea (AUK), South Korea, 2008 – 2011
- Faculty Council, College of Professional Studies, Alfred University, Present

- Chair, Finance Faculty Search Committee, Alfred University, 2011
- Chair, Promotion and Tenure Committee, College of Business, Alfred University, 2009 – 2010
- Ad-hoc Committee on Double Degree Programs, Alfred University, 2007 – 2009
- Organizing Committee and Track Chair of E-Business, 6th International Conference on E-Business, co-sponsored by Alfred University, UN International Trade Center & WTO, and China University of Geosciences, Wuhan, China, 2007
- Organizing Committee and Track Chair of E-Business, 5th International Conference on E-Business, co-sponsored by Alfred University, UN International Trade Center & WTO, and China University of Geosciences, Wuhan, China, 2006
- Co-Chair, Curriculum Committee, College of Business, Alfred University, 2005 – Present
- Organizing Committee and Track Chair of E-Business, 4th International Conference on E-Business, co-sponsored by Alfred University, UN International Trade Center & WTO, and China University of Geosciences, Wuhan, China, 2005
- Organizing Committee and Track Chair of E-Business, 3rd International Conference on E-Business, co-sponsored by Alfred University, UN International Trade Center & WTO, and China University of Geosciences, Wuhan, China, 2004
- Scholastic Standards Committee, College of Business, Alfred University, 2003 – Present
- Committee on Grades, Honors and Academic Standing, Marywood University, 2002 – 2003
- Graduate Education Council, College of West Virginia, 2001 – 2002

TEACHING EVALUATIONS

Teach at Alfred University 2003 – 2013				
<p>At Alfred University's (AU) School of Business, teaching evaluations are based on a 1 through 5 scale, with 1.0 being the best score possible and 5.0 being the worst.</p> <p>However, the most common teaching evaluation scale in U.S. higher education is set at 5 being the best and 1 being the worst. In order to avoid confusion, the AU's teaching evaluation is normalized into the conventional format without compromising any values.</p> <p>In this conversion, any value between two whole numbers is also converted accordingly, e.g., AU's 1.5 is equivalent to 4.5 in the general format.</p>				
Semester	Course Number	Course Title	Overall Evaluation (1 through 5, with 5 being the best)	Note
Spring 2013	HONR 156	Business Startups	N/A	University Honors Seminar
Spring 2013	FIN 300-01	Investment Management	4.59	New preparation
Spring 2013	MBA 600-02	Investment Management	4.66	
Spring 2013	MBA 600-03	Critical Thinking and Problem Framing	4.73	New preparation

Fall 2012	BUSI 499-01	Business Policy	4.18	New preparation
Fall 2012	MBA 611-01	Accounting Information Systems	4.60	
Spring 2012	MBA 600-01	Investment Management	4.46	New preparation
Spring 2012	MBA 622-01	Quality Management	4.67	New Preparation
Spring 2011	ECON 331-01	Money and Banking	4.20	
Spring 2011	FIN 455-01	Business Financial Decisions	4.29	
Spring 2011	FIN 458-01	International Financial Management	4.75	
Fall 2009	ECON 331-01	Money and Banking	4.30	
Fall 2009	MBA 611-01	Accounting Information Systems	4.42	
Spring 2008	FIN 455-01	Business Financial Decisions	4.53	
Fall 2007	MBA 660-01	Enterprise Resource Planning	4.02	
Fall 2006	MIS 190-01	Management Information Systems	4.39	
Fall 2005	MIS 101-01	Computer Applications for Business	4.21	
Fall 2005	MIS 290-01	Computer Programming	4.43	
Spring 2005	MIS 465	Database Management	4.33	
Spring 2005	MIS 495	Advanced Management Information Systems	4.36	
Fall 2003	MIS 466	Systems Analysis and Design	3.96	
Taught at Marywood University 2001 - 2002				
Semester	Course Number	Course Title	Overall Evaluation (1 through 5, with 5 being the best)	Note
Spring 2003	BUS 305-01	Computer Networks & Data Communication	4.3	
Fall 2002	BUS 103-03	Computer Applications	3.9	
Fall 2002	BUS 303-01	Database Management	4.5	
Fall 2002	BUS 407-01	C++ Programming	3.4	

Spring 2002	BUS 207-01	Java Programming	3.9	
Spring 2002	BUS 312-01	Operation Management/Quantitative Methods	4.4	
Spring 2002	BUS 400-01	Operating Systems	4.6	
Fall 2001	BUS 301-01	Management Information Systems	3.8	
Fall 2001	BUS 303-01	Database Management	3.9	
Fall 2001	BUS 305-01	Computer Networks & Data Communication	4.0	
Taught at College of West Virginia 2000 - 2001				
Semester	Course Number	Course Title	Overall Evaluation (1 through 5, with 5 being the best)	Note
Spring 2001	CSCI 216-01	Computer Science II	4.3	
Spring 2001	CSCI 240-01	Assembly Language Programming	3.8	
Spring 2001	CSCI 330-01	Operating Systems	3.3	
Spring 2001	MATH 314-01	Quantitative Methods	3.6	
Fall 2000	CSCI 215-01	Computer Science I	4.5	
Fall 2000	CIS 206-01	Advance COBOL Programming	4.2	
Fall 2000	FIN 330-01	Personal Finance	4.1	
Fall 2000	MGMT 408-01	Operations Management	4.3	

Alfred University Student Evaluations of Teaching (SET) and Testimonials: Some Citations

Source: <http://business.alfred.edu/facultyandstaff/profile.cfm?username=daiz>

"Classes are always captivating." "Explains topics thoroughly." "He would always ask us questions relating to the topic and it was a more effective way to learn." "He is very enthusiastic in teaching and rewards critical thinking, I enjoy his class." "Connection to real life and current events." "Prof. Dai is a wonderful professor and I really enjoyed his class." "Professor Dai is one of the nicest and most enthusiastic professors I have had."

Cited from Fall 2013 Courses SET: Business Policy.

"I've definitely learned a lot about critical thinking in this class. I liked the 'critical thinking sessions' that brought in real-world theories and ideas." "I learned a lot about different research processes and identifying the types of methods I use in my own thought processes." "I thus greatly expand my

knowledge and how I look at things." "It was very interesting and learned more in depth research ideas that will help with my major." "I am able to apply the scientific method to more situations." "This seminar has helped me with research papers and different/better ways to gather & sort data."

Cited from Fall 2013 Courses SET: University Honors Program Seminar-Critical Thinking.

"Great professor, great class. Keep it in the curriculum, it is a great addition." "Very informative, excellent class." "I like how he relates it to current events." "Love the critical thinking cases." "Zong Dai is a huge asset to Alfred University, a teacher who cares about the success of his students. Zong Dai not only teaches but he also invests in improving himself to teach better and understand his students, overall amazing. I love him!"

Cited from Spring 2013 Courses SET: Critical Thinking and Problem Framing (MBA course).

"An amazing semester with a terrific teacher such as Zong Dai, AU Business School amazing asset." "Very informative. Great class!!" "Very good at encouraging students to participate in discussion. Knows a lot about the subject and relates it well to current events." "Good professor." "Great professor and great command of the subject. I've finally been able to understand the basics of investment!"

Cited from Spring 2013 Courses SET: Investment Management (MBA course).

"I like how the class is run. The material is taught well. There was nothing I did not like. Good job!" "Best-I liked the topic discussed in this class and team presentations. Least-nothing" "I liked the enthusiasm of the professor, the amount of clarification anytime material was unclear." "I liked how we could always take time to review what we went over the previous class. It really helps me grasp the material." "I love the course. I love how the group homework helps with public speaking. What could be done better is a better explanation of the final project."

Cited from Spring 2013 Courses SET: Investment Management.

"He focused on making us use our brains to think critically. It was not just about memorizing and regurgitating information." "I like how we were able to research whatever we wanted." "Best-the class was interesting to learn and I could use it in the future." "Zong is nice, honest, and real about challenges many of us face upon leaving Alfred..." "I like the way he encourages participation and rewards input. He presents material analytically and in a way that can be understood." "Very well taught, encourages class participation." "Great professor, great class." "I love him." "Boo I'll miss you." "Good interaction." "Professor is knowledgeable about subject matter, encourages student participation." "Best-the high levels of participation encouraged by Zong." "Best-I like the professor encourages class participation and interaction." "Group presentations-they helped me learn the material in an analytical way." "Liked the group presentations, helped me with my public speaking skills."

Cited from Fall 2012 Courses SET: Business Policy, International Business, and Accounting Information Systems (MBA course).

"Fun atmosphere, great learning experience, excellent teacher!" "Best teacher ever!" "You rock." "Gold star!" "Best-course was interesting and exciting." "Least-wish could have been full year course." "I can tell that you have put a lot of effort into continuous improvement and appreciate the

changes you have made." "Good class, good professor." "I like that this class is for the people, by the people." "Great professor!" "Love you!" "I love him."

Cited from Spring 2012 MBA Courses SET: Quality Management, Investment Management.

"The best...the bees knees." "Professor is well organized, 'stars' is a good way to promote participation. Everyone loves a little competition." "Best--the class engagement and his ability to break down the subject."

Cited from Fall 2011 Course SET: Accounting Information Systems (MBA course).

"I liked how knowledgeable he was about the subject." "I liked how he cared about the students. He is a funny guy and I liked to see him each morning." "He is an awesome professor, you can tell he really enjoys the students and loves seeing us learn and excel." "Best--teacher personally." "Great teacher--Big Star." "He is very knowledgeable about Money & Banking as well as being very accessible to students who need extra help. I have nothing to say negative." "I liked how the material was presented on power point and how we went over all the homework from the book." "Always uses good examples in class." "Best--answers emails fast and is able to joke around with the class while still keeping it professional." "This course was very informative about what influences the economy, I liked everything." "Has a lot of respect towards the class and students. He relates the course with everyday current events."

Cited from Fall 2007, Fall 2008, Fall 2009 and Spring 2011 Course SET: Money and Banking.

"I liked the way he taught the class." "Liked the course structure." "Best--Teacher knows what he is talking about." "Least--Everything is the best!" "Loved the class." "Everything went very well." "I enjoyed the subject and teacher very much." "He (Dr. Dai) has good teaching methods and uses the textbooks to the best advantage." "I liked the pace of the class." "The style is very comfortable." "We can get stars for participation, ask questions when we have them." "Best--Encourages participation in class." "Case studies gave real relevant information and allowed students to do group work. They also contributed to presentation/power point skills."

Cited from Spring 2007, Spring 2008, Spring 2009, Spring 2010 and Spring 2011 Course SET: Business Financial Decisions.

"He had very broad knowledge of course work." "He is a good guy and a blast to have in class. I wish Alfred had more teachers like him." "More Zong Dai, Gold Star General!" "Zong Dai knows and presents the material very well. He tries and gets class involvement." "I really liked the class, coming to it." "I liked the fact that he encourages all students to participate. I have no complaints about the class." "Best--Course structure." "What I liked best about the class is that we went over the problems and if I didn't know how to do them he showed us how to." "A very engaging professor, knows how to get students involved." "I enjoyed learning about how the rest of the world connects to US businesses."

Cited from Fall 2007, Fall 2009 and Spring 2011 Course SET: International Financial Management.

"The best thing about this class is the teacher." "He is very respectful and caring, funny. I like how he teaches." "Zong is a very efficient teacher." "I liked the course." "He gives us the work that's

necessary and gets right to the point." "I liked the lab part of this class more than the lecture part. Working and learning on the computers were exciting."

Cited from Fall 2005 Course SET: Computer Applications for Business.

"I found that this instructor was very knowledgeable and helpful in every way." "This is a great class. Great teacher." "I enjoyed learning about business structure and broadening my knowledge of MIS." "I like that Dr. Dai assists me greatly. He answers many questions." "I liked how organized the class was. I learned a lot from this course. What I didn't like was the amount of work, but it's all good." "Best--I like the presentation, peer evals, easy to understand." "Best--He knew a lot about the topics and if a question is asked outside the topic he relates it to what we are talking about and explains it clearly." "Class was smooth, clear and insightful." "I love learning about MIS because it's great up & coming field." "Best--The course had a solid structure of a lecture day and a group project day." "I thought his humor and use of student involvement makes those willing to learn the course a lot better." "I liked the way he kept class interactive." "Very good professor, the use of stars to generate participation is a great idea."

Cited from Spring & Fall 2006, Spring 2008 and Spring 2009 Course SET: Management Information Systems.

"Best--I enjoyed the teaching curriculum and the structure of the class." "I have had Prof. Dai for 3 previous courses and he is very consistent. He is very willing to help students understand the course materials." "Best--The course organization was excellent."

Cited from Fall 2005 and Spring 2006 Course SET: Computer Programming-Java.

"Very excellent professor." "What I like best about this class is that the teacher is patient, he lets us keep trying until we get it right, he will keep repeating." "I really enjoyed the teacher. He is a very nice and understanding professor."

Cited from Spring 2005 Course SET: Database Management Systems.

"Instructor has authoritative knowledge of a very wide array of MIS, Business, and Computer Science fields, which is important for the broad coverage of the Systems Analysis and Design course." "I really enjoyed the class. I was able to understand what he was teaching and the topics were interesting. By taking the other Database class first I was better able to understand while I don't think other people who did not take the class were lost." "Very organized class. Participation is good." "I really disliked nothing about the course." "Come prepared to class, welcome questions, very encouraging."

Cited from Fall 2003 Course SET: Systems Analysis and Design.