

Terrill L. Frantz, PhD, EdD
Assistant Professor of Management
 Curriculum Vitae

KEYWORDS: POST-MERGER INTEGRATION; CHINA BUSINESS; INTERNATIONAL MANAGEMENT; ORGANIZATION BEHAVIOR; TECHNOLOGY; ACCOUNTING; SOCIAL NETWORK ANALYSIS

PROFESSIONAL EXPERIENCE

PEKING UNIVERSITY / HSBC BUSINESS SCHOOL <i>Assistant Professor of Management; Director of Global Development</i>	Shenzhen, China	2010-Present
SCHOOL OF TRANSNATIONAL LAW <i>Adjunct Professor: Accounting for Lawyers</i>	Shenzhen, China	2015-Present
IAE LYON SCHOOL OF MANAGEMENT <i>Adjunct Professor: China Cross-Border Development (International Program)</i>	Lyon, France	2016
HONG KONG BAPTIST UNIVERSITY <i>Adjunct Professor: New Media Workshop (MS Communications Pgm)</i>	Hong Kong, China	2015-Present
MOUNT IDA COLLEGE <i>Adjunct Professor: Global Perspectives; Management Information Systems (MS Mgmt Pgm; via online)</i>	Newton, MA, USA	2014
AARHUS UNIVERSITY / SUMMER UNIVERSITY <i>Adjunct Professor: Social Network Analysis; Managing Complex Orgs.; Intro. To Web 2.0 Technologies</i>	Aarhus, Denmark	2010-2015
PYONGYANG UNIV. OF SCIENCE & TECHNOLOGY <i>Adjunct Professor: Financial Accounting (Grad); Commercial Banking (undergrad)</i>	Pyongyang, North Korea	2014 & 2016 (scheduled April)
RUHR-UNIVERSITÄT BOCHUM <i>Adjunct Professor: Managing Mergers & Acquisitions (BS & MBA Pgms)</i>	Bochum, Germany	2014 & 2016 (scheduled August)
INTERNATIONAL SCHOOL OF MANAGEMENT (ISM) <i>Adjunct Professor: Rational Decision-Making (MBA Pgm)</i>	Dortmund, Germany	2013-2014
TRIDENT UNIVERSITY / COLLEGE OF INFORMATION SYSTEMS <i>Assistant Professor IT Management Program (via online)</i>	Cypress, CA, USA	2009-2014
CARNEGIE MELLON UNIVERSITY <i>Research Scientist</i>	Pittsburgh, PA, USA	2004-2006
ORGANIZATION SIMULATIONS ASIA LTD. <i>Managing Director</i>	Hong Kong	2002– 2004
MORGAN STANLEY & CO. <i>Vice President Information Technology; Asia-Region Operations Officer; Employee Communications / Office of CIO; Test Data & Execution Manager; Senior Analyst & Software Developer</i>	New York, London & Hong Kong	1994–2002
BECKET & WATKINS (Law Firm: Dir. Of Computer Dept.)	Malvern, PA, USA	1993–1994
MORGAN STANLEY & CO. (Software Systems)	New York, NY, USA	1992–1993
E.I. DU PONT DE NEMOURS & CO. (Programming)	Wilmington, DE, USA	1988–1992
J.P. MORGAN & CO. (Data Center Mgmt)	Wilmington, DE, USA	1985–1988
ANDESA CORP. (Software; Insurance Mgmt.)	Allentown, PA, USA	1982–1985
EXECUTIVE COMPUTER SUPPORT, INC. (Software)	Wilmington, DE, USA	1981–1993

EDUCATION

Carnegie Mellon University	Pittsburgh, PA, USA
Ph.D. School of Computer Science; <i>Computation, Organization and Society (COS)</i> Doctoral Thesis: A Behavioral Theory of the Merger: Dynamics of the Integration Process	May 2014
M. Sc. <i>Computation, Organization and Society (COS)</i>	May 2008
Pepperdine University Malibu, CA, USA	
Ed. D. , Graduate School of Education & Psychology; <i>Organization Change</i> Doctoral Dissertation: Patterns of Change in Organization Performance	June 2004
New York University New York, NY, USA	
Executive M.B.A. , Stern School of Business; <i>Management</i>	June 1998
Drexel University Philadelphia, PA, USA	
B.S. , School of Business; <i>Business Administration</i>	June 1984

PUBLICATIONS

REFEREED

- The Effects of Legacy Organization Culture on Post-Merger Integration. (2013) W/ Carley, Kathleen, M. *Nonlinear Dynamics, Psychology, and Life Sciences*, 17(1).
- Advancing Complementary and Alternative Medicine through Social Network Analysis and Agent-Based Modeling. (2012). *Research in Complementary Medicine / Forschende Komplementarmedizin*, 19(S1), 36-41.
- Robustness of centrality measures under uncertainty: Examining the role of network topology. (2010) w/ Cataldo, Marcelo, Carley, Kathleen M. *Computational and Mathematical Organization Theory*, 15(4), 303-328.
- Estimating the Reliability of Top-Actor Identification. (2008). w/ McCulloh, Ian, & Carley, Kathleen M., *Network Science* journal, [in press].
- Communication Networks from the Enron Email Corpus: "It's Always About the People. Enron is no Different". (2005) w/ Diesner, Jana, & Carley, Kathleen M. *Computational and Mathematical Organization Theory*, 11, 201-228.
- Special Topic Forum on Time and Organizational Research, edited by Paul S. Goodman, Deborah G. Arcona, and Barbara Lawrence. (2004). Journal Article Review: *Nonlinear Dynamics, Psychology, and Life Sciences* (NDPLS), 8, 441-444.

BOOK CHAPTERS

- Post-Merger Integration: Looking under the Haziness of Culture Conflict. (2015). In Cary L. Cooper and Sydney Finkelstein (Eds), *Advances in Mergers and Acquisitions*, Vol.14 (pp. 103-127). Oxford, UK: JAI Press.
- A Social Network View of Post-Merger Integration. (2012). w/ Carley, Kathleen. M. In Cary L. Cooper and Sydney Finkelstein (Eds), *Advances in Mergers and Acquisitions*, Vol.10 (pp. 161-176). Oxford, UK: JAI Press.
- Social Networks in Malaysia (2011). In George A. Barnett (ed.) *Encyclopedia of Social Networks* (2011), vol. 2, 520-521. SAGE Publishing.
- Agent-Based Modeling within a Dynamic Network. (2009) w/ Carley, Kathleen M. In Stephen Guastello, Matthijs Koopmans, and David Pincus (Eds.), *Chaos and Complexity in Psychology: The Theory of Nonlinear Dynamical Systems*. NY: Cambridge University Press.
- Computationally Modeling the Effect of Organizational Complexity on Post-merger Integration. (2009). w/ Carley, Kathleen. M. In Cary L. Cooper and Sydney Finkelstein (Eds), *Advances in Mergers and Acquisitions*, Vol.8. Oxford, UK: JAI Press.
- Modeling Organizational and Individual Decision Making. (2009). w/ Carley, Kathleen. M. In A. P. Sage & W. B. Rouse, William B., *Handbook of Systems Engineering and Management*. New York: Wiley.
- Converging Approaches to Automated Communications-Based Assessment of Team Situation Awareness. (2008). w/ Weil, S.A., Foster, P., Freeman, J., Carley, K., Diesner, T., Cooke, N.J., Shope, S., and Gorman, J. In Letsky, M., Warner, N., Fiore, S., & Smith, C. (Eds.) *Macro cognition in Teams*. Ashgate: United Kingdom.

REFEREED CONFERENCE PROCEEDINGS

- Information Assurances and Threat Identification in Networked Organizations. (2009) w/ Carley, Kathleen M. IEEE Symposium: Computational Intelligence for Security and Defence Applications (CISDA), 2009. Ottawa, Canada.
- Merging social networks: Exploring integration policy and its effect on highly central actors. (in press) w/ Carley, Kathleen M. Second World Congress on Social Simulation (WCSS-2008), George Mason University, Fairfax, VA, USA.
- Transforming raw-email data into social-network information. (2008). w/ Carley, Kathleen M. In Christopher C. Yang et al. (Eds.) (2008). 'Intelligence and Security Informatics Workshops, PAISI, PACCF and SOCO 2008' Springer, Lecture Notes in Computer Science, No. 5075. Pacific Asia Workshop on Intelligence and Security Informatics (PAISI 2008). Workshop on Social Computing (SOCO 2008); pre-conference workshop for IEEE ISI-2008), Grand Formosa Regent Hotel , Taipei, Taiwan, 17 June 2008.

UNIVERSITY TEACHING (1985-2015)

Post-Graduate Courses

Managing Mergers & Acquisitions
Foundations of Investment Banking
Managing China Cross-Border Development
Organizational Network Analysis
Managing Complex Organizations
Network Technology and Administration
Management Information Systems and Business Strategy
Financial Accounting
Managing Information Technology
Principles of Finance and Financial Information Systems
Decision Making under Uncertainty (EMBA)
Global Perspectives (of Business)
Accounting for Lawyers (School of Transnational Law)
PhD Seminar in Information Systems & Information Technology Management

Undergraduate Courses

China Cross-Border Development
Introduction to Social Network Analysis
Social Network Analysis for You
Introduction to Web 2.0 Technologies
Principles of Information Systems in Business and Organizations
Introduction to Data Processing
Introduction to Spreadsheets
Spreadsheet Analysis
Introduction to Computer Programming

WORKSHOPS PRESENTED

Network Analysis as a Research Method. TAR College, Kuala Lumpur, Malaysia, 28 May 2011.
Socio-technical systems as networks: Representation and analysis. DRDC Centre for Security Science
Ottawa, Canada, 7 July 2009.
Agent-Based Modeling and Social Networks, 19th Annual International Society for Chaos Theory in
Psychology & Life Sciences (SCTPLS) Conference, Marquette University, Milwaukee WI, USA, 23
July 2009
Social Network Analysis, CMU Andrew's Leap Summer Program -- for high-school students, Carnegie
Mellon University, Pittsburgh, PA, USA, 21 July 2009
Organization Risk Analyzer (ORA) & Dynamic Network Analysis & CEMAP II. Carnegie Mellon CASOS
Summer Institute 2009, 8-14 June 2009.
Analyzing Dynamic Meta-Networks in ORA. Invited guest lecturer in Network Analysis track hosted by
Tom Valente at the Institute on Systems Science and Health (ISSH) workshop, sponsored by the
National Association of Chronic Disease Directors, University of Michigan, School of Public Health,
Ann Arbor, MI, USA. 3-8 May 2009
Dynamic Network Analysis using ORA, 18th Annual International Society for Chaos Theory in
Psychology & Life Sciences (SCTPLS) Conference, Virginia Commonwealth University, Richmond,
VA, USA, 9 August 2008
CONSTRUCT: Simulating organization behavior using a network-based, socio-technical model, second
World Congress on Social Simulation (WCSS-08), George Mason University, Fairfax, VA, USA, 14
July 2008

ORA: Social network analysis software, CMU Andrew's Leap Summer Program -- for high-school students, Carnegie Mellon University, Pittsburgh, PA, USA, 30 June 2008

Organization Risk Analyzer (ORA) & Dynamic Network Analysis & CEMAP II. Carnegie Mellon CASOS Summer Institute 2008, 23-29 June 2008.

Dynamic Network Analysis, Network Science Workshop: United States Military Academy, West Point, NY, USA, 7-9 May 2008

The Human Organization as a Meta-Network: Representation & Analysis, 2008 BRIMS Conference; Day-long workshop tutorial, Westin Hotel, Providence, Rhode Island, USA, 14-17 April 2008

From Raw Source Data to Simulation, Annual Behavioral Influences Analysis Tools Workshop: Inferring Adversary Intent & Estimating Behavior, Air University, Maxwell Air Force Base, Montgomery, Alabama, USA, 18-20 March 2008

Dynamic Network Analysis: AutoMap/ORA/Dynet, Annual Behavioral Influences Analysis Tools Workshop: Inferring Adversary Intent & Estimating Behavior, Air University, Maxwell Air Force Base, Montgomery, Alabama, USA, 18-20 March 2008

Social Agents: Analyzing and Simulating Social-System Dynamics. SCTPLS 2007, July 2007, Johns Hopkins University, Baltimore, MD, USA.

Organization Risk Analyzer (ORA) & CEMAP -- Email Parser. Carnegie Mellon CASOS Summer Institute 2007, 25 June - 1 July.

Organization Risk Analyzer (ORA), NAACSOS 2007, June 7, Emory University, Atlanta, Georgia, USA.

Robustness of Social-Network Measures, Carnegie Mellon CASOS Summer Institute 2006, June.

INVITED TALKS

Estimating the Robustness of Network Centrality Measures, United States Military Academy, West Point, NY, 15 October 2008.

Organizational Network Analysis Methods. Lingnan University, Hong Kong, 10 October 2008.

Organizational Network Analysis. University of Hong Kong, 10 October 2008.

Framing the Organization as a Network. Chinese University of Hong Kong, 9 October 2008.

Post-Merger Integration Dynamics. Hong Kong Baptist University, 8 October 2008.

Framing the Organization as a Network. City University of Hong Kong, 9 October 2008.

Computational Organization Theory. Hong Kong Polytechnic University, 8 October 2008.

Post-Merger Integration Dynamics. Hong Kong University of Science & Technology, 6 October 2008.

PRESENTATIONS

WITH PAPERS (NO PROCEEDINGS PUBLISHED)

Organizational mergers: Planning and evaluating integration strategies using Dynamic Network Analysis methods, Fourth Joint Japan-North America Mathematical Sociology Conference, Crowne Plaza Hotel in Redondo Beach, CA, USA, 29 May - 1 June 2008

Merging networks: Exploring Organizational Integration. International Network for Social Network Analysis, Sunbelt XXVIII. Proceedings (TBA), St. Pete Beach, Florida, USA, 22-27 January 2008

The Impact of Knowledge Misrepresentation on Organization Performance Dynamics, North American Association for Computational Social and Organizational Sciences, NAACSOS2007, Emory University, Atlanta, GA, USA, 7-9 June 2007

The Dynamics of Organization Chatter, North American Association for Computational Social and Organizational Sciences, NAACSOS2006, University of Notre Dame, South Bend, Indiana, USA, 22-24 June 2006.

Interactive Method for Exploring Large, Complex Socio-Technical Organizational Datasets, North American Association for Computational Social and Organizational Sciences, NAACSOS2006, University of Notre Dame, South Bend, Indiana, USA, 22-24 June 2006

Social and Knowledge Networks from Large Scale Databases, 56th Annual Conference of the International Communication Association, Dresden, Germany, June 19-23, 2006

PANELS (INDUSTRY & ACADEMIC)

- China Cross-border M&A (Moderator). Africa Infrastructure Forum. Shangri-la Hotel, Hong Kong, China, 31 Oct- 2 Nov 2012
- M&A & PE Opportunities across Africa (Moderator). Africa Investment Summit: Africa Investment Strategies for Asia's Investors. Renaissance Harbour View Hotel, Hong Kong, China, 26-27 September 2012
- Self-Organization and Emergent Structures in Psychological Phenomena: Computer Simulation as a Research Methodology, Association for Psychological Science (APS) 20th Annual Convention; Panel Sheraton Chicago Hotel & Towers, Chicago, IL, USA, 22-25 May 2008

TECHNICAL REPORTS

- Harvesting Ego-Network Data from Facebook: Using the CEMAP Facebook Profile in ORA. (2009). w/ Carley, Kathleen M. Carnegie Mellon University, School of Computer Science (SCS), Institute for Software Research (ISR), Center for Computational Analysis of Social and Organizational Systems (CASOS) - Technical Report CMU-ISR-09-102.
- CEMAP: General Usage Guide. (2009). w/ Carley, Kathleen M. Carnegie Mellon University, School of Computer Science (SCS), Institute for Software Research (ISR), Center for Computational Analysis of Social and Organizational Systems (CASOS) - Technical Report CMU-ISR-09-116.
- CEMAP II: An Architecture and Specifications to Facilitate the Importing of Real-World Data into the CASOS Software Suite. (2008). w/ Carley, Kathleen M. Carnegie Mellon University, School of Computer Science (SCS), Institute for Software Research (ISR), Center for Computational Analysis of Social and Organizational Systems (CASOS) - Technical Report CMU-ISR-08-130.
- Treemaps as a Tool for Social Network Analysis. (2005). w/ Carley, Kathleen M. Carnegie Mellon University, School of Computer Science (SCS), Institute for Software Research International (ISRI), Center for Computational Analysis of Social and Organizational Systems (CASOS) - Technical Report CMU-ISRI-05-118.
- A Formal Characterization of Cellular Networks. (2005). w/ Carley, Kathleen M. Carnegie Mellon University, School of Computer Science (SCS), Institute for Software Research (ISR), Center for Computational Analysis of Social and Organizational Systems (CASOS) - Technical Report CMU-ISRI-05-109.
- Relating Network Topology to the Robustness of Centrality Measures. (2005). w/ Carley, Kathleen M. Carnegie Mellon University, School of Computer Science (SCS), Institute for Software Research International (ISRI), Center for Computational Analysis of Social and Organizational Systems (CASOS) - Technical Report CMU-ISRI-05-117.
- An Automated Methodology for Conducting a Social Network Study of a University Faculty. (2005). w/ Carley, Kathleen M. Carnegie Mellon University, School of Computer Science (SCS), Institute for Software Research International (ISRI), Center for Computational Analysis of Social and Organizational Systems (CASOS) - Technical Report CMU-ISRI-05-106.

THESIS COMMITTEES

PHD COMMITTEE

2013: COMPLETED

DEVANN STEELE (MANAGEMENT; TRIDENT UNIV.): MERGERS & ACQUISITIONS: THE ROLES OF CULTURAL/RELATIONAL FIT AND HUMAN INTEGRATION IN CULTURAL/RELATIONAL CONVERGENCE AND ORGANIZATIONAL COMMITMENT

PHD EXAMINER/READER

2012 COMPLETED

KAMAL BADAR (MANAGEMENT; UNIVERSITY OF BALOCHISTAN):

BIZHAN JAMSHIDNEZHAD (ENGINEERING; UNIVERSITY OF MELBOURNE): AGENT-BASED MODELING OF QUALITY MANAGEMENT EFFECTS ON ORGANIZATIONAL PRODUCTIVITY

MASTERS ADVISOR

2015: COMPLETED

HAN BING (FINANCE; PEKING UNIV.): CASH, DEBIT CARD, CREDIT CARD OR MOBILE PAYMENT? AN EXPERIMENTAL STUDY ON FACTORS AFFECTING CONSUMERS' CHOICE OF PAYMENT METHODS
FEDERICO PAOLUCCI (MANAGEMENT; PEKING UNIV.): THE SPREADING OF DISORDER: SUPERVISOR'S INFLUENCE ON EMPLOYEES' WORKPLACE LATENESS. EVIDENCE FROM CHINA.
NATHAN RICHTER (MANAGEMENT; PEKING UNIV.): ASSET RISK AND OIL AND GAS MASTER LIMITED PARTNERSHIP CAPITAL STRUCTURE: EVIDENCE FROM THE U.S. SHALE OIL BOOM
PHANNARAI SAE-LOO (PENNY; FINANCE; PEKING UNIV.): THE DETERMINANTS OF EMPLOYEE TURNOVER INTENTION IN THE THAI RETAIL SECTOR
SHI GE (SHEILA; MANAGEMENT; PEKING UNIV.): THE IMPACT OF WORKFORCE DOWNSIZING ON CORPORATE PERFORMANCE— AN EMPIRICAL STUDY BASED ON CHINESE A-SHARE MARKET

2014: COMPLETED

CHRISTOPHER LING (ECONOMICS; PEKING UNIV.): INSIDER TRADING DETECTION AND DETERMINANT EMPIRICAL ANALYSIS: EVIDENCE FROM M&A EVENTS IN CHINA STOCK MARKET
SARAH YAN (ECONOMICS; PEKING UNIV.): VALUE INVESTING: AN EMPIRICAL ANALYSIS OF THE PIOTROSKI STRATEGY IN CHINA MARKET
SYLVIA LEE (SOPHIE; FINANCE; PEKING UNIV.): STUDY IN THE ASSET ALLOCATION BETWEEN GOLD MARKET AND STOCK MARKET DURING FINANCIAL CRISIS
CHARMAINE TAY (QUANTITATIVE FINANCE; PEKING UNIV.): EFFECT OF THE YIELD ON SINGAPORE GOVERNMENT SECURITIES: AN EMPIRICAL ANALYSIS
INDIRA N.PAPYSHEVA (QUANTITATIVE FINANCE; PEKING UNIV.): FORECASTING FINANCIAL VARIABLES: KAZAKHSTAN TENGE EXCHANGE RATE VOLATILITY
CHRISTINE DONG WEI (ECONOMICS; PEKING UNIV.): AN EMPIRICAL STUDY OF CONVERTIBLE BONDS PRICING--EVIDENCE FROM BOC CONVERTIBLE (113001.SH)

2013: COMPLETED

YUXIANG GUO, DEMOS (ECONOMICS; PEKING UNIV.): VENTURE CAPITAL AND LISTED COMPANIES' IRRATIONAL INVESTMENT: EVIDENCE FROM CHINA
GARETH JOHN WETHERILL (MANAGEMENT; PEKING UNIV.): CHINA REGIONAL GDP AND M&A ACTIVITY
HU KAI, HOOK (MANAGEMENT; PEKING UNIV.): DETERMINANTS OF RECOVERY RATE IN THE OFFSHORE CHINESE CORPORATE BOND
YAO WANG, THREN (THRENODE ELENASTO) (FINANCE; PEKING UNIV.): MOVING AVERAGE TRADING STRATEGY BASED ON CONDITIONAL PROBABILITY ADJUSTMENT

2012 COMPLETED

JOANNE LAM LAM (ECONOMICS; PEKING UNIV.): THE EFFECT OF MUSIC PIRACY ON INDUSTRY EMPLOYMENT: EVIDENCE FROM THE UNITED STATES GOVERNMENT OF LABOR

JOURNAL PUBLICATION RESPONSIBILITIES

COMPUTATIONAL & MATHEMATICAL ORGANIZATION THEORY (CMOT) <i>Co-Chief-Editor (2015-present); Area Editor(2012-15)</i>	2012-Present
NONLINEAR DYNAMICS, PSYCHOLOGY, AND LIFE SCIENCES (NDPLS) <i>Production & Electronic Distribution Manager</i>	2008-Present

CONTENT REVIEWER (PARTIAL LIST)

PUBLICATIONS

COMPUTATIONAL & MATHEMATICAL ORGANIZATION THEORY (CMOT)	2006-Present
NONLINEAR DYNAMICS, PSYCHOLOGY, AND LIFE SCIENCES (NDPLS)	2009-Present

CONFERENCES

ACADEMY OF MANAGEMENT ANNUAL CONF.	2006-Present
AFRICA ACADEMY OF MANAGEMENT ANNUAL CONF.	2012-Present
INTERNATIONAL CONF. ON ADVANCES IN SOCIAL NETWORKS ANALYSIS AND MINING (ASONAM)	2009-Present

AWARDS

Academy of Management, 2009 Research Methods Division, Best Student Paper Award: *Toward a Confidence Estimate for the Most-Central-Actor Finding*. Annual Conference, Chicago.

OTHER

CHARTER FINANCIAL ANALYST CANDIDATE (LEVEL I)	USA	2015-Present
EXTERNAL EXAMINER	Kuala Lumpur, Malaysia	2014-Present
	<i>Kolej Universiti Tunku Abdul Rahman (TARC University), Faculty of Accountancy, Finance and Business</i>	
ROTARY CLUB OF HONG KONG	Hong Kong, China	2012-2015
	<i>Club President (2013-14)</i>	
CAESAR RODNEY ROTARY CLUB	Wilmington, DE, USA	1989-1994
	<i>Club President (1993-94)</i>	
LICENSED STOCK BROKER (NASD/FINRA)	New York State, USA	1995-2003
	<i>Stock Broker (Series 7) & Commodities Broker (Series 3)</i>	