HEATHER L. ADAMS, PhD

Teaching Associate Professor, Organizational Leadership & Information Analytics
Faculty Director of the CU Business Minor
Dean's Faculty Scholar
Leeds School of Business, University of Colorado, Boulder, CO 80309
E-mail: heather.adams@colorado.edu

EDUCATION

Ph.D. **2001-2006**	University of Maryland, College Park, MD Robert H. Smith School of Business Major: Information Systems, 3.7 GPA Minor: Industrial/Organizational Psychology

Dissertation Title: Mindful Use as a Link between Social Capital and Organizational Learning: An Empirical Test of the Predictors and Outcomes of Two New Constructs

Master's Degree **1995-1996**	Air Force Institute of Technology, Dayton, OH Major: Information Resource Management, 3.7 GPA

Thesis: Air Force Media Use and Conformance with Media Richness Theory: Implications for E-mail Use and Policy (published in the International Journal of Electronic Commerce)

Bachelor's Degree **1988-1992**	University of New Hampshire, Durham, NH Major: Business Administration, 3.3 GPA Minor: Psychology

ACADEMIC LEADERSHIP POSITIONS

Faculty Director of the Business Minor	2018 - present
Associate Division Chair, Organizational Leadership and Information Analytics	2021 - 2022
Division Executive Committee	2022 - present
Advisor, National Society of Collegiate Scholars, Boulder Chapter	2006 - present
Leeds Executive Committee	2024 - 2025

TEACHING

University of Colorado, Leeds School of Business 2006-Present:	
• **Analytics & Data Driven Decision Making (Continuing Education)**	Spring 2018 – Spring 2026
• **Business Statistics/Data Analysis**	Fall 2008-9, 2011-12 Spring 2009-14, 2016-19 Summer 2009-12

• **Critical Leadership Skills**	Fall 2011-14 Spring 2015 Summer 2014-17
• **First Year Global Experience:** *2 credit course which includes a week in a foreign country*	Spring 2014-16 (Germany) Spring 2014-15 (Spain)
• **Global Issues in Leadership (President's Leadership Class)**	Spring 2013
• **International Business**	Summer 2014-18, Fall 2019-23, Spring 2020-23, 25, 26
• **Introduction to Systems**	Fall 2006-7 (250-300 students each year) Spring 2007-8 (550 students each year) Summer 2007-8
• **Leadership in a Digital Age**	Spring 2018, Summer 2019-20, Spring 20-26, Fall 2020-2025
• **Product Development I (formerly Managing Innovations):** *Taught the Management half of the semester*	Fall 2014-20, 24-25 Spring 2015-20, 26
• **Managing Business Processes**	Fall 2008 Spring 2009-10, 2012
• **Principles in Marketing & Management:** *Taught the Management half of the semester*	Fall 2015-18 (300 students each year)
• **Principles in Organizational Behavior**	Fall 2019
• **Systems Thinking**	Fall 2007-8, 2012-2016 Spring 2009, 2011, 2013-15
University of Maryland, College Park 2001-2006 (PhD Program):	
• **Introduction to Business Computing**	Spring 2005 (240 students)

AWARDS & HONORS

• Dean's Faculty Scholar	2024-present
• Daniel's Fund Faculty Fellow	AY23-24

• Winner, Kolb Teaching Excellence Award	2020
• Nominated for the Frascona Teaching Excellence Award	2012, 2013, 2014, 2016, 2017, 2018, 2019, 2020
• Faculty of the Game: Recognized at a CU Basketball game	2015
• Academy of Management Organizational Communication & Information Systems Doctoral Consortium	2005
• Armed Forces Communications and Electronics Association (AFCEA) President's All-Star Award for outstanding contribution to AFCEA	2000

• 81st Training Support Squadron Company Grade Officer of the Quarter, 2nd Quarter	2000
• Excellence in writing award during selective Air Force executive leadership program	1999
• Outstanding contributor award during Air Force executive leadership program	1999
• Awarded Achievement medal for developing and maintaining classified communications status web site during air war over Serbia—ensured top Air Force leaders were informed of capabilities and status	1999
• Best paper award for the Internet and Digital Economy track, Hawaii International Conference of the System Sciences	1998
• Other Air Force medals: Meritorious Service Medal, Commendation Medal, NATO Medal, Longevity Medal, Long Overseas Tour Medal, and National Defense Service Medal	

RESEARCH

Publications & Conferences:

- *Adams, H. L., Morris, M. G., & Van Scotter, J. R. (Fall 1998). "Examining E-Mail Use in the Context of Virtual Organizations: Implications for Theory and Practice." International Journal of Electronic Commerce, 3(1), 8-26.*
- *Adams, H. L., & Morris, M. G. (1998). "Examining E-Mail Use in the Context of Virtual Organizations: Implications for Theory and Practice." Proceedings of the Hawaii International Conference on System Sciences. (BEST PAPER AWARD)*

Research Interests:

- Decision making using Analytics and Theory of Planned Behavior
- Mindful Use of Information Systems
- Statistics on Social Media Outcomes

OTHER WORK EXPERIENCE

2000-2001	U.S. Air Force Officer, Flight Commander, 81st Training Technology Flight, Keesler Air Force Base, MS
1999-2000	U.S. Air Force Officer, Branch Chief, Center for Communications Excellence, Ramstein Air Base, Germany
1998-1999	U.S. Air Force Officer, Commander, Communications & Contracts Flight, Taszar, Hungary: 90-day deployment for Operation Joint Forge
1997-1998	U.S. Air Force Action Officer, Strategic Plans, Ramstein Air Base, Germany
1996-1997	U.S. Air Force Action Officer, Theater Networks Branch, Ramstein Air Base, Germany
1995-1996	U.S. Air Force Officer, Graduate Student, Air Force Institute of Technology, Dayton, OH

1993-1995	U.S. Air Force Protocol Officer, 325th Fighter Wing, Tyndall Air Force Base, FL
1992-1993	U.S. Air Force Squadron Section Commander, Mission Support Squadron, Tyndall Air Force Base, FL

PROFESSIONAL AFFILIATIONS

• Faculty Advisor, University of Colorado Chapter of the National Society of Collegiate Scholars	2006-Present
• Rocky Mountain Management Association	2014
• Society of Information Management, Denver Chapter	2006-2009
• Association of Information Systems	2001-2007
• Academy of Management	2001-2007
• Social Chair, Association of Doctoral Students, University of Maryland, College Park, MD	2002-2003
• Company Grade Officer Council, U.S. Air Force	1993-2001
• Armed Forces Communications and Electronics Association	1998-2000
• President of Sigma Iota Epsilon national honorary management fraternity, Air Force Institute of Technology Chapter	1996