

Curriculum Vitae

GARY A. POE, PH.D.

Grambling State University • College of Business • Department of Accounting and Information Systems

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PROFESSIONAL PROFILE/OBJECTIVE

- While considering my interests and the interests of others, society and the environment, I seek to educate myself and strive to positively change lives and empower others so that together we can transform ourselves, our community and our environment to become a model for all to follow.

EDUCATION

- **Ph.D. in MIS**, University of South Florida, Tampa, Florida, 2008
Supporting concentration in Management, Law and Economics
- **J.D.**, Stetson College of Law, St. Petersburg, Florida, 1980
- **M.S. in Management Information Systems**, University of South Florida, Tampa, Florida, 2003
- **B.A. in Economics**, University of South Florida, Tampa, Florida, 1976

PROFESSIONAL CERTIFICATION

- Preparing to sit for Certification in A+
- Preparing to sit for Certification in S+
- GSU Quality Matters Online Teaching Certification, 2016

ACADEMIC HONORS AND AWARDS

- 2014 appointed by the Board of Regents, State of Louisiana to development a course on the Management of Internet Organizations for the on-line Leadership degree offered by the State of Louisiana
- Teacher of the Year, College of Business, Grambling State 2009 - 2010 (Awarded Fall 2010)
- Fall 2012 Awarded a Distinguished Service of Excellence Award by President Pogue of Grambling State University for my work in Service Learning initiatives. Fall 2013 received recognition for my continued excellence for my work in promoting Service Learning
- Summer 2012 to present I was appointed to the position of Subject Matter Expert by the Board of Regents, State of Louisiana to assist in the development of the on-line Leadership degree offered by the State of Louisiana
- A contributor to the Grambling State University group named to the 2009, 2010, 2011, 2012 and 2013 President's Higher Education Community Service Honor Roll from The Corporation for National and Community Service and the U.S. Department of Education.
- One of 8 faculty members chosen from all of the University of Louisiana system by the Louisiana Board of Regents to represent the University of Louisiana System at the International Week sponsored by Pole Universitaire, in Paris France March 2011, 2012, 2013
- Tabasco Teacher of the Month, February 2011
- Parliamentarian Faculty Senate 2011- present. In this capacity I work not only as a parliamentarian with the Senate but as part of the executive committee in dealing with university and state wide issues
- Promoted Department Coordinator Computer Information Systems Fall 2011
- Awarded Tenure in the College of Business, Fall 2011 by Grambling State University
- Promoted to Associate Professor in the College of Business, Fall 2012 by Grambling State University
- Gold Key
- Beta Gamma Sigma

ACADEMIC/TEACHING EXPERIENCE

- 2005 – 2006, Adjunct Professor, Southeast Louisiana State University, Hammond, Louisiana: Taught on-line courses in Data Communications
- 2001- 2007 PhD Student and Instructor, University of South Florida
- 1999 – 2000 Adjunct Instructor, University of South Florida

COURSES TAUGHT

- Introduction to computers & Software Applications
- Problem Solving
- Information Systems
- CIS Internship
- Systems Analysis for Business
- Data Communication Systems & Networking
- Special Topic in CIS
- Project Management

TEACHING INTERESTS

- Networking
- Database and Security

PROFESSIONAL EXPERIENCE

CEO or Other Executive Positions In Companies.

- 1980 – 1998 Lawyer (Senior Managing Partner – Trial Lawyer)
Worked in a variety of roles as an attorney including representing listed companies on the NYSE, complex litigation, and various business advisements
Extensive litigation done in the area of medical malpractice
Extensive experience in medical privacy violations, access to both the patient and medical records

Position In Companies That Are Related To Teaching Field

- None

Owned Companies or Owned Businesses Related To Teaching Field

- None

Consulting Related To Teaching Field

- 2014 Consultant to Century Link, Monroe Louisiana
- 1998 – Present
Independent Business Consultant – on a contract basis, I provide consultation regarding various business issues including those regarding privacy assurance, strategy formation, tactics and operations and the use of information technology to realize goals
- Litigation Consultant – on a contract basis I provide litigation support

Other Paid Jobs Not Listed Above

- None

SCHOLARLY CONTRIBUTIONS

Peer Reviewed Journals

- Poe, G, Griffin, Christopher, Omolayole, Olu, The Need for Computer Literacy Course as a General University Course Requirement: A Study of an Introduction to Computer and Software Applications Course at an HBCU., Teaching Journal of the ooi Junior Academy, Transactions on Technology, Volume 11, Number 1, Spring 2011
- Webb, Harold, Gill, Grandon, Poe, Gary, "Teaching with the Case Method On-Line: Pure vs. Hybrid Approaches" published in Decision Science Journal of Innovative Education Volume 3 Issue 2 June 2005.

Editorial-Reviewed Journals and Articles

- None

Research Monographs

- None

Relevant Books/Textbooks

- None

Chapters

- None

Peer Reviewed Proceedings

- Are We Seeking the Same Goals? A Study of University Learning Goals and Objectives and Students Learning Goals and Objectives Author: Les Singletary Instructor, Grambling State University, Gary A Poe, PhD, JD, Assistant Professor Grambling State University (poeg@gram.edu), Long Li, PhD, Assistant Professor, Grambling State University, (lil@gram.edu) 2011 Southwest Decision Science Institute, Innovative Education Track, presented March 2012.
- Does Pretty Matter? An Exploratory Study of Beauty and Roles Assigned to Workers in the Hospitality Industry. Author: Gary A Poe, PhD, JD, Assistant Professor Grambling State University (poeg@gram.edu), Berkita Bradford, PhD., Assistant Professor, Grambling State University, College of Business 100 Main Street, Grambling, Louisiana 71270 2011 Southwest Decision Science Institute, Business Environment Law and Ethics Track, presented March 2012.
- Privacy and Harm and the Accountant's Standard of Care, Author: Gary A Poe, PhD, JD, Assistant Professor Grambling State University (poeg@gram.edu), Erick Valentine., Associate Professor, Grambling State University, College of Business 100 Main Street, Grambling, Louisiana 71270 2012 Southwest Decision Science Institute, Accounting Track, presented March 2012.
- Classrooms to Careers: Using Service Learning to Battle Budget Cuts, Sixth Annual University of Louisiana Service Learning Conference: Effecting Change and Adding Value, March 17th, 2011
- Student Misconceptions on College and Career: An Analysis of Student Reflection on Education, Internship and Job with Erick Valentine, 2011 Southwest Decision Science Institute, Innovative Education Track, presented March 2011.
- Considerations of Privacy Issues: Meeting Compliance Objectives While Meeting both Provider and User Expectations, 2011 Southwest Decision Science Institute, Privacy and Security Track, presented March 2011. This paper looks at the harm caused when patient privacy expectations are compromised in a medical care setting.

- “When is Disclosure and Use of Patient Information Proper” with Donald Berndt and Roseann Collins, , 2nd International Conference on Information Capital, Property, and Ethics, TAMPA, Florida October 2010). This paper looks at the harm caused when patient privacy expectations are compromised in a medical care setting.
- Virtual Privacy: Real or Virtual, IACIS conference held October 6-9th 2010, Las Vegas, Nevada This paper examines privacy expectations in cyberspace.
- “Confronting Budget Cuts with Service Learning” presented at the Southwest Decision Science Institute (SWDSI) track on Innovative Education, March 2010. This examines how Service Learning can supplement/replace cut back or eliminated University services while educating students.
- “Specifying Access in a Dynamic Medical Environment” AMCIS Health Informatics Track, August 2009 This is an examination of how privacy can be dynamically specified in a medical context.
- “Privacy, Relationships and Harm: An Integrative Approach to Security Specification”, Southwest Decision Science Institute (SWDSI) track on Privacy, February 2009. Using two hospitals as subjects, access to patient health records are viewed and analyzed using 4 orthogonal privacy types and Solove’s taxonomy of privacy harms. The reviews on this paper state the paper has strong theoretical ties and has the potential to develop into an ‘A’ journal paper that can greatly contribute to the Medical informatics and IS field.
- “Developing Ethical Maturity in the Classroom”, (refereed research paper) Southeast Decision Science Institute (SEDSI) track on Accounting, Business Ethics, Law, Information Security February 2009. Ethical maturity of business students are assessed, then treatment applied, and students reassessed for growth. The reviews include the comment that this is an interesting and timely paper in the field of business school ethics.
- “The Philosophy of Security: How to Better Specify Privacy Expectations in a Security System”, Southwest Decision Science Institute (SWDSI) 2008 Annual Conference, Houston, Texas, March 2008. Using two hospitals as subjects, access to a patient’s record is examined through a proposed 4 type privacy taxonomy that is shown to make objective questions of access and degree of access when considering the accessing party’s role and type of privacy interest at stake. Gary A. Poe and Stanley J. Birkin, "The Impact of Organizations’ Use of Information Technology on Individual Privacy Rights”, paper presented to the Annual Global Business and Finance Research Conference, London, England, July 14-17 2004
- Gary A. Poe and Stanley J. Birkin, "The Impact of Organizations’ Use of Information Technology on Individual Privacy Rights”, paper published in the Proceedings of (after presentation to) the Annual Global Business and Finance Research Conference, London, England, July 14-17 2004
- “Psychological Boundary Violations: Are They an Antecedent to Individual Participation in the Medical Healthcare System?” With Madeline Domino accepted at the IPSI-2004 Venice Conference November 2004. This paper was not presented at the conference due to the inability to attend. It was later presented at the Sixth Annual Ethics and Technology Conference in St. Louis, Missouri June 24-25, 2005, paper published in the Proceedings of the Sixth Annual Ethics and Technology Conference (after presentation)

Peer Reviewed Academic Conference/meeting Paper Presentations

- None

Competitive Research Awards Received

- None

Case Studies

- None

Professional Practice Standards or Public Policy

- None

Faculty Research Seminar (Symposium)

- None

None-Peer Reviewed Journals

- None

Manuscripts Under Review

- None

Manuscripts In Progress

- I am currently doing research in the area of privacy particularly in the context of cloud using large data sets
- Currently analyzing data obtained why consulting at a telecommunication company on compliance with CMM Level 3 objectives after a merger.
- Near completion is a paper that uses the four-typed privacy definitions developed by myself and Solove's taxonomy of privacy harms. Using both of these, the security training course and the Information Security Manual of the VA medical center are examined. A frame work of medical information compliance and how to write medical information compliance policy will be proposed as a way to confront ad hoc policy creations and applications that are tech driven.
- Near completion is a paper that uses the four-typed privacy definitions developed by myself and Solove's taxonomy of privacy harms. This paper applies a framework for developing meta data in the DBMS to ensure PHI privacy.
- I am currently working with a hospital risk management team to develop a tool in which compliance with HIPAA can be assessed on existing systems.
- Paper is near completion to submit to conference on how physical beauty impact career choice and path in the hotel and restaurant business and the legal implications faced by employers
- Two papers are near completion for submission to journal. One paper deals with student conception of their role in finding a job while engaged in university study. The second paper deals with how students look for job and internships and how they go about finding them
- Near completion of a paper on privacy practices used in the library setting asking the question whether current federal case law provides sufficient protection to library patron privacy expectations
- I am also completing a project where IT personnel in a hospital setting are being trained in the use of a privacy tool. This tool has been constructed by myself and proposed to help set access to PHI as well as test information security in a PACS system. Once trained, the subjects are assessed on how the tool assists them in doing daily tasks as well as on how the tool improves overall security and access. The results from each will be subjects for upcoming papers.
- In response to the strictures of the GRAD Act, I researched and prepared a short paper regarding the challenges and problems facing graduation of students within 4 years of enrollment in a university or college. This paper has been provided to the Dean of the College of Business who published it to the faculty of the College of Business. It has also been provided to the President of the Faculty Senate and various members of the Faculty Senate of Grambling State University. Currently this document serves as the basis of a study being conducted by the Faculty Senate Committee for Curriculum and Academic Affairs
- To confront the problem of retention of students, I have been conducting a study of students to understand (1) How to motivate them to want to learn (2) Promote actual learning. Using the concept of elucidation, for the past (2) years studies have conducted of students seeking what goals they have and

then tailoring the teaching to demonstrate to the student the usefulness of the material. Data analysis is in its final phase. Currently research is being done on what journals and conferences to target the articles. It is anticipated one paper will be submitted to a conference and one to a journal in 2015

- To confront the problem of placing students in gainful employment after their matriculation from the university I have been conducting a study of students to understand how students choose careers, when do they choose their career and how they use college to achieve their career goals. For the past two years data has been gathered on these issues. Currently two papers are near completion to be submitted to conferences to be held in the Spring of 2015. Currently I am in the process of targeting journals to submit the papers after they are presented at conference with the submission to journal anticipated Spring 2015
- Currently I am collecting data on the issue whether people in virtual places view privacy or have privacy interests the same or similar than people in non virtual places. A paper was accepted at IACIS Conference, Las Vegas, NV held October 6- 9, 2010, for the paper Virtual Privacy: Real or Virtual. Work continues on the paper

Presentations and Workshops

- Presenter at International Week held at Pole University in Paris, France, March 2011, 2012, 2013
- Presenter Faculty Workshop on Internationalizing the COB Curricula, Grambling State University – College of Business, Fall 2010, Fall 2011, Fall 2012
- Attendee GSU Master Teacher Workshop January 2010
- Attendee International Entrepreneurship Workshop, Denver Colorado, June 2010
- Attendee Setting Up Student Study Abroad, Kansas City, Mo, June 2010
- Presenter Globalization Seminar, Faculty Workshop, Grambling State University – College of Business, Fall 2009
- Presenter: International Study Workshop, Grambling State University, Fall 2009
- Presenter: Assurance of Learning Workshop Grambling State University Fall 2009, 2010, 2011
- Presenter at GSU Faculty Meeting AACSB AOL Spring Semester 2009
- Presenter at GSU Faculty Meeting: Presentation to Grambling State University, College of Business Faculty: Ethics and the AACSB (Fall 2008)
- Attendee Wal-Mart University Summit May 2008
- Presenter of Learning for Empowerment at the First Annual Leadership Institute for Clubs and Organizations, Grambling State University (2007)
- Prepared and presented a report to Dean and Faculty, comparing the CIS and Accounting Curriculum with other HBCUs (Fall 2006)
- Presentation to CIS faculty of the state of the Information Technology job market and future job projections (Fall 2006)
- Presentation at the University of South Florida an evaluation of their compliance effort in obtaining AACSB approval in the area of business ethics inclusion in both the graduate and undergraduate curricula. (August 2007)

Book Reviews

- Book Review for Wiley Publishing on Manish Agarwal's new book in data communications set to be published February 2011
- Book Reviewer for Thompson Learning
- Book Reviewer for Content Connections

Other

- None

RESEARCH INTERESTS

- Disruptive Technology and Technological Change
- Privacy and Privacy Issues
- Business Ethics
- Pedagogy
- International Business
- Entrepreneurship

PROFFESIONAL SERVICE

- None

UNIVERSITY SERVICE

- Member, GSU Faculty Senate, 2008 - 2018
- Service Learning Initiatives 2015 - Present
I mentor instructors on service learning projects

I run between 4 - 6 service learning projects each semester.

Senior capstone projects involve the students designing and creating an information system for a unit on campus. Past projects have involved working with the College of Business Dean's office, Office of Admission and College of Education.

Sophomore project involves assisting the Office of Career Services in finding jobs and internships

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Summer 2012 to present I was appointed to the position of Subject Matter Expert by the Board of Regents, State of Louisiana to assist in the development of the on-line Leadership degree offered by the State of Louisiana

Promoted to Associate Professor, College of Business, Grambling State University Fall 2012

Awarded Tenure as an Assistant Professor in the College of Business, Grambling State University Fall 2011

Summer 2012 Appointed a Subject Matter Expert by the Board of Regents, State of Louisiana to assist in the development of the on-line Leadership degree offered by the State of Louisiana

2011, 2012, 2013 Invited to be a Guest Lecturer at International Week, Pole Universitaire, Paris, France

2005- Present, Assistant Professor, Computer Information Science, Grambling State University, Grambling, Louisiana. Duties include teaching 12 hours each semester, advising, recruitment, fund raising and retention of students

Summer 2007, Dean's Summer Institute for Academic Excellence, University of South Florida

Summer 2007 conducted an evaluation of the College of Business on behalf of the Dean of Graduate Studies at the University of South Florida. The purpose of the evaluation was to ascertain its level of

compliance with the AACSB requirement of Ethics both as an embedded part of the curricula as well as the ethical climate of the college. As part of this evaluation, a detailed report was prepared both for the Dean of Graduate Studies and Dean of the College of Business. In addition to the strengths and weakness of the overall and individual programs, recommendations for changes were provided.

COLLEGE OF BUSINESS SERVICE

- Member, Academic Appeals Committee, 2000 – Present.
- Member, Library Committee, 2019-Present
- Member, Faculty Affairs Committee, 2019-Present
- Chairperson, Graduate Program Committee, 2019-Present

DEPARTMENT or ACADEMIC PROGRAM SERVICE

- Information Systems Area Coordinator, Fall 2011-Present
In the capacity of Coordinator I have:
Directed the redesign of the CIS curricula including a revamping of 3 courses and the implementation of 2 additional courses while maintaining enrollment
Increasing the numbers of students placed in industry both as interns and in full time employment
Increased the number of students accepted to graduate school
Established and maintained corporate and alumni relationships
Pursued and obtained outside funding from grants, corporate donors and alumni
- Student advising, 2009-Present
- AITP/CIS Club Advisor, 2019-Present
- Member, Curriculum Committee, 2005-Prsent

COMMUNITY SERVICE

- None

PROFESSIONAL AFFILIATIONS

- Member, AITP, 2012 – Present
- Member, ISACA, 2015 - Present

PROFESSIONAL DEVELOPMENT

Professional License Renewal/Re-certification

- GSU Quality Matters Online Teaching Certification, 2018

Classes Attended

- None

Educational Seminar/Symposium/Conference or Meeting Attended

- None

Educational Workshops Attended

- March 14, 2019, *Instructional Practices That Can Lead To Positive Student Learning Outcomes*, College of Business professional development workshop, JTS 264, Grambling State University, Conducted by Dr. Kathryn Newman and Ms. Tiffany Jackson of College of Education, Grambling State University, Grambling, LA

GRANTS

Sponsored

- None

Non-sponsored

- None