

Hui Hao

Fogelman College of Business & Economics, University of Memphis

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ACADEMIC APPOINTMENT

University of Memphis , Fogelman College of Business & Economics Assistant Professor, Department of Management Information Systems	Memphis, US 2024-present
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EDUCATION

University of Massachusetts Amherst , Isenberg School of Management Ph.D. in Information Systems	Amherst, US 2019-2024
University of Warwick , Warwick Business School M.S. in Information Management and Innovation	Coventry, UK 2012-2013
Xidian University , School of Economics and Management B.B.A in Information Management and Information Systems	Xi'an, China 2008-2012

RESEARCH

Research Interest and Methods

I am interested in control of algorithmic work, digital labor platforms, future of work, and human-AI collaboration.

I use multiple methods, including qualitative (interviews), and quantitative (experiments).

Journal Paper under Review

Hao, H., Tarafdar, M., Hess T., "Opening the Blackbox of Control of Algorithmic Work,"
2nd round review at *the Journal of the Association for Information Systems*

Conference and Workshop Proceedings

Hao, H., Tarafdar, M., and Hess, T., "Algorithmic Work on Digital Labor Platforms; Bringing Humans Back in Control," (2023). *Changing Nature of Work (CNOW) Workshop (pre ICIS SIG CNoW Workshop)*, Hyderabad

Hao, H., Tarafdar, M., Hess T., "Algorithmic Work on Digital Labor Platforms; Bringing Humans Back in Control," (2023). *International Conference for Information Systems (ICIS) 2023 TREOs*.

Hao, H., Tarafdar, M., and Hess, T., "Algorithmic Control: Does One Size Fit All," (2022). *Changing Nature of Work (CNOW) Workshop (pre ICIS SIG CNoW Workshop)*, Copenhagen

Zou, Y and **Hao, H.**, "Communal vs. Exchange-Based Participation in Online Membership Communities: When Giving is Feeling Right" (2022). *Americas' Conference on Information Systems (AMCIS) 2022 TREOs*. 39.

Hao, H and Hess, T., "How Dual-Process Theories Provide Insights to Online Cues" (2021). *Americas' Conference on Information Systems (AMCIS) 2021 Proceedings*. 17.

Hao, H. and Hess, T., "When Do Likes Create Bias?" (2020). *Americas' Conference on Information Systems (AMCIS) 2021 Proceedings*. 18.

Hao, H. and Bedeley, R., "Biases in Online Opinion Platforms: A Literature Review and Future Direction," (2020). *Americas' Conference on Information Systems (AMCIS) 2020 Proceedings*. 5.

Working Papers

Examining the Impact of Algorithmic Control: A Mixed Method Study, with Tarafdar, M., & Hess T., Manuscript in preparation.

A Systematic Literature Review of Algorithmic Control: from Workers' Perspective, with Tarafdar, M., & Hess T., Manuscript in preparation.

When do Likes Create Bias, with Hess, T., Data collection.

TEACHING

Instructor, University of Memphis, Fogelman College of Business & Economics

MIS 7455: Cyber Ethics in IT 2024-present

MIS3210: Critical Thinking Using Analytics (online) 2024-present

Instructor, University of Massachusetts Amherst, Isenberg School of Management

OIM210: Introduction to Business Information Systems 2021-2024

SERVICE

Reviewer	Information & Management	2024
	The Americas Conference on Information Systems (AMCIS)	2020-2022
	The International Conference on Information Systems (ICIS)	2022-2024
	Hawaii International Conference on System Sciences (HICSS)	2022,2024
	European Conference on Information Systems (ECIS)	2024
Managing Editor	Journal of the Association for Information Systems	2024-present

HONORS

Selected for Doctoral Consortium at International Conference on Information Systems (**ICIS**)
Hyderabad 2023

PROFESSIONAL MEMBERSHIP

Association for Information Systems

INDUSTRY EXPERIENCE HIGHLIGHTS

China Agricultural University, (2015–2019): I was employed by the International Office, where my role involved managing budgets for the department and events (e.g., conferences) and assisting with hiring.

Capgemini (China), (2014-2015): I served as an assistant consultant within a project team developing the *Health, Safety, and Environment (HSE)* system for *PetroChina*. In this role, I was responsible for data preprocessing with Excel and system testing.