

Michael J. Rivera, Ph.D.

Fox School of Business, Temple University
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Employment

- Associate Professor, Department of Management, Temple University, Fox School of Business, Philadelphia, PA, September 2014-Present.
- Co-founder and Chief Analytics and Information Officer, DevelapMe (www.develapme.com), Philadelphia, PA, 2015-September 2020.
- Adjunct Instructor, Drexel University, Philadelphia, PA, MGMT 602 - Managing Technological Innovation, Summer 2014.
- Adjunct Instructor, University of Notre Dame, South Bend, IN, MNA 76510 - Leadership, Spring 2012.
- Assistant Vice President of Academic Affairs, Montgomery County Community College, Blue Bell, PA, June 2012-August 2014.
- Dean of Instruction and Student Learning, Black Hawk College, Moline, IL, December 2010-June 2012.
- Adjunct Instructor, Indiana University, South Bend, IN, A106 - Introduction to Computing, Spring 2009.
- Dean of the School of Business / Assistant Professor of Computer Information Systems, Ivy Tech Community College, South Bend IN, CSCI101 Computer Science I & CSCI210 Database Systems, July 2005-December 2010.

Education

- M.S. Information Systems: Artificial Intelligence, Northwestern University, In Progress.
- Ph.D. Technology, Entrepreneurship and Innovation, Purdue University, 2010.
- M.S. Strategic Management, Indiana University, 2009.
- M.B.A. Management, Taylor University, 2004.
- B.S. Computer Science and Systems, Taylor University, 2003.

Awards and Honors

- EFMD Case Writing Competition, The Plastilene Group: Sustainable Innovation Strategy, Continuous Improvement: the Journey to Excellence category (2022).
- Executive MBA Bogota Faculty Member of the Year (2020).
- MS in Innovation Management and Entrepreneurship Faculty Member of the Year (2019).
- Executive MBA Tokyo Faculty Member of the Year (2018).
- MS in Innovation Management and Entrepreneurship Faculty Member of the Year (2017).
- Executive MBA Tokyo Faculty Member of the Year (2016).

- Grand Prize Winner, Temple University Fox School of Business Business Plan Competition, Be Your Own Boss Bowl (2016).
- Dean's Teaching Fellow (2015, 2016).

Research Interests

Digital Real-Time Feedback | Feedback Networks | Digital Nudges | Factory of the Future | Strategy & People Analytics | AI/ML-driven Human + Machine (IoT / IoTT) Feedback | Digital Leadership & Transformation

Research Publications

Journal Articles

- Petryk, M., Rivera, M., Bhattacharya, S., Qiu, L., & Kumar, S. (2022). How Network Embeddedness Affects Real-Time Performance Feedback: An Empirical Investigation. *Information Systems Research*. Forthcoming. Available online at: <https://pubsonline.informs.org/doi/abs/10.1287/isre.2022.1110?journalCode=isre>.
- Rivera, M., Qiu, L., Kumar, S., & Petrucci, T. (2021). Are Traditional Performance Reviews Outdated? An Empirical Analysis on Continuous Real-Time Mobile Feedback in the Workplace. *Information Systems Research*, 32(2), 517-540.
- Bazel-Shoham, O., Lee, S. M., Rivera, M. J., & Shoham, A. (2020). Impact of the female board members and gaps in linguistic gender marking on cross-border M&A. *Journal of World Business*, 55(2), 100909.
- Blau, G., Petrucci, T., Rivera, M., & Ghate, R. (2019). Exploring the impact of receiving sender-based negative and positive feedback on team-level process outcomes using a mobile application. *Decision Sciences Journal of Innovative Education*, 17(1), 76-98.
- Blau, G., Petrucci, T., Rivera, M., & Ghate, R. (2019). Using a mobile application to test the impact of giving feedback on team-level conflict. *Journal of Education for Business*, 94(3), 167-174.
- Petrucci, T., & Rivera, M. (2018). Leading growth through the digital leader. *Journal of Leadership Studies*, 12(3), 53-56.
- Rivera, M. (2017). Leveraging innovation and intrapreneurship as a source for organizational growth. *International Journal of Innovation Science*, 9(2), 137-152.
- Blau, G., Petrucci, T., & Rivera, M. (2018). Correlates of state goal orientation for an MBA team project using a real-time performance feedback mobile application. *Journal of Education for Business*, 93(4), 155-164.

Business Cases

- Estrada, R., Rodriguez, J., & Rivera, M. (2021). *The Plastilene Group: Sustainable Innovation Strategy*. Ivey ID:9B21M022. London, Canada: Ivey Publishing. <https://store.hbr.org/product/the-plastilene-group-sustainable-innovation-strategy/W21106>.
- Petrucci, T., & Rivera, M. (2020). *Temple Health System: Real-Time Feedback People Analytics*. Ivey ID:9B20C018. London, Canada: Ivey Publishing. <https://store.hbr.org/product/temple-health-system-real-time-feedback-people-analytics-a/W20203>.

Patent

- Petrucci, A., Rivera, M., & Tironi, C. (2019). *Communication management apparatus and method with data selection based on data hierarchy*. U.S. Patent No. 10,419,576. Washington, DC: U.S. Patent and Trademark Office.
- Rivera, M., Hegedus, R., Veith, T., & Kavanaugh, P. (2021). *Data acquisition management system and method thereof*. U.S. Patent Application No. 63/248,493. Washington, DC: U.S. Patent and Trademark Office.

Research in Progress

- Rivera, M., Jiang, J., & Kumar, S. Seek and Ye Shall Find: An Empirical Examination of Seeking Feedback on Employee Performance Ratings. *Information Systems Research*. (Under Second Round Review). Available at SSRN: <https://ssrn.com/abstract=3553906>.
- Rivera, M., Guo, X., & Qiu, L. Stimulating Feedback Contributions using Digital Nudges: A Field Experiment on the Real-time Mobile Feedback Platform. *Management Science*. (Under First Round Review). Available at SSRN: <https://ssrn.com/abstract=3933068>.
- Rivera, M., Jiang, J., Kumar, S., & Shoham, A. What's Gender Got to Do with It? An Empirical Examination of Gender-based Workplace Feedback and Performance. *Management Science*. (Pending Submission). Available at SSRN: <https://ssrn.com/abstract=3763180>.
- Zhang, L., Rivera, M., Qiu, L. & Kumar, S. The Impact of Organizational Structure and Employee Traits on Peer-Based Internal Evaluation Systems: An Empirical Investigation. (Editing Drafted Manuscript). Available at SSRN: <https://ssrn.com/abstract=3965694>.
- Guo, X., Shan, G., Rivera, M., & Qiu, L. Exploring the Role of Digital Nudges and Social Norms in the Real-time Employee Feedback: Evidence from a Field Experiment. (Editing Drafted Manuscript).
- Shan, G., Bauman, K., & Rivera, M. Mobile or Desktop, That Is The Question: A Empirical Study of Investigating the Role of Device on Real-time Employee Feedback Quality. (Preparing Manuscript). Available at SSRN: https://ssrn.com/abstract_id=4077192.
- Rietsche, R., Aier, S., & Rivera, M. How Does Real-Time Feedback Effect Organizational Performance Does Real-Time Feedback Matter? A Simulation Study to Link Individual and Organizational Performance. (Preparing Manuscript). Available at SSRN: https://ssrn.com/abstract_id=3966150.

Dissertation

Rivera, M. (2010). *Commercialized University Research: A Study of Antecedents and Outcomes and the Leading Innovation Practices of Entrepreneurs*. Purdue University.

Teaching Portfolio

2021-22

- Socioeconomic and Technological Context of Business (BA 5002), Spring 2022, Graduate
- Capstone (BA 5851), Fall 2021, Executive.

- Socioeconomic and Technological Context of Business (BA 5002), Fall 2021, Graduate.
- Global Business Strategy and Policies (BA 4101), Fall 2021, Undergraduate.

2020-21

- Capstone (BA 5851), Summer 2021, Executive.
- Capstone (BA 5851), Summer 2021, International Executive.
- Socioeconomic and Technological Context of Business (BA 5002), Summer 2021, Graduate.
- Socioeconomic and Technological Context of Business (BA 5002), Spring 2021, Graduate.
- Global Business Strategy and Policies (BA 4101), Spring 2021, Undergraduate.
- Socioeconomic and Technological Context of Business (BA 5002), Fall 2020, Graduate.
- Capstone (BA 5851), Fall 2020, Executive.
- Global Business Strategy and Policies (BA 4101), Fall 2020, Undergraduate.

2019-20

- Strategy Capstone (BA 5851), Summer 2020, International Executive.
- Capstone (BA 5851), Summer 2020, International Executive.
- Global Business Strategy and Policies (BA 4101), Spring 2020, Undergraduate.
- Global Business Strategy and Policies (BA 4101), Spring 2020, Undergraduate.
- Creativity Unleashed (SGM 5144), Spring 2020, Graduate.
- Creativity Unleashed (SGM 5144), Fall 2019, Graduate.
- Innovation-based Strategy (SGM 5118), Fall 2019, International Executive.
- Capstone (BA 5851), Fall 2019, Executive.

2018-19

- Creativity Unleashed (SGM 5144), Summer 2019, Online Graduate.
- Capstone (BA 5851), Summer 2019, International Executive.
- Creativity Unleashed (SGM 5144), Spring 2019, Graduate.
- Creativity Unleashed (SGM 5144), Fall 2018, Graduate.
- Creativity Unleashed (SGM 5144), Fall 2018, Immersion(Peru).
- Capstone (BA 5851), Fall 2018, Executive.

2017-18

- Capstone (BA 5851), Summer 2018, Executive.
- Creativity Unleashed (SGM 5144), Summer 2018, Graduate.
- Business Model Innovation (SGM 5122), Spring 2018, Graduate.
- Creativity Unleashed (SGM 5144), Spring 2018, Online Graduate.
- Innovation-based Strategy (SGM 5118), Spring 2018, Graduate.
- Innovation-based Strategy (SGM 5118), Spring 2018, International Executive.
- Business Model Innovation (SGM 5122), Fall 2017, Graduate.
- Creative Problem Solving (SGM 5124), Fall 2017, Graduate.
- Innovation-based Strategy (SGM 5118), Fall 2017, International Executive.

2016-17

- Innovation-based Strategy (SGM 5118), Summer 2017, International Executive.
- Special Topics: Creativity Unleashed (SGM 5180), Summer 2017, Online Graduate.
- Special Topics: Creativity Unleashed (SGM 5180), Summer 2017, Online Graduate.
- Leadership (HRM 5404), Summer 2017, Graduate.
- Special Topics: Creativity Unleashed (SGM 5180), Spring 2017, Graduate.
- Business Model Innovation (SGM 5122), Fall 2016, Graduate.
- Creative Problem Solving (SGM 5124), Fall 2016, Graduate.

2015-16

- Entrepreneurship & Innovation (BA 5800), Summer 2016, International Executive.
- Special Topics: Creativity Unleashed (SGM 5180), Summer 2016, Graduate.
- Creative Problem Solving (SGM 5124), Spring 2016, Graduate.
- Innovation Adoption and Diffusion (SGM 5126), Spring 2016, Graduate.
- Business Model Innovation (SGM 5122), Fall 2015, Graduate.
- Innovation Adoption and Diffusion (SGM 5126), Fall 2015, Graduate.
- Entrepreneurship & Innovation (BA 5800), Fall 2015, International Executive.

Analytics Consulting Engagements

AmerisourceBergen | American Airlines | Avianca | BaylorScott & White | Bill & Melinda Gates Foundation | City of Philadelphia | Closets By Design | Comcast | Energy Recovery | Entegris | Fiserv | Janssen (J&J) | Lockheed Martin | Mars Wrigley | Microsoft | Nemours | Penn Medicine | Pfizer | Rothman Institute | St. Luke's | Subaru of America | Temple University Health System | Unilever | US Bank | Verizon

Conference Presentations

- Workshop on Information Technologies and Systems (WITS) 2021, December 15 - 17, 2021, Does Real-Time Feedback Matter? A Simulation Study to Link Individual and Organizational Performance
- 2021 Annual Conference of the Decision Sciences Institute, November 20 - 22, 2021, How Network Embeddedness Affects Real-Time Performance Feedback: An Empirical Investigation
- 2021 INFORMS Annual Meeting, October 24 - 27, 2021, How Network Embeddedness Affects Real-Time Performance Feedback: An Empirical Investigation
- 2021 POMS Conference, April 30 - May 5, 2021, Seek and Ye Shall Find: An Empirical Examination of Seeking Feedback on Employee Performance Ratings
- 2021 POMS Conference, April 30 - May 5, 2021, - How Network Embeddedness Affects Real-Time Performance Feedback: An Empirical Investigation

Grants

- Temple CIBER Research Award - \$5,000 - Co-PI - 2017.
- MCCC Federal Perkins Grant - \$650,000 annually - Administrator - 2012 - 2014.
- BHC Federal Perkins Grant - \$350,000 annually - Administrator - 2010 - 2012.

- Illinois Innovations Grant - \$30,000 - Administrator - 2010 - 2012.
- Alberta Rural Development Network - \$10,000 - Co-PI - 2009 - 2012.

Technical Skills

Azure IOT | Dash | Excel | MySQL | NLP | Power BI | PostgreSQL | Plotly | Prodi.gy | Python | PyTorch | R | scikit-learn | spaCy | SPSS | SQL | TensorFlow | XGBoost

Training Workshops Attended

- Harvard University, Case Study Seminar.
- Harvard University, Program on Negotiation.
- University of Notre Dame, Executive Leadership Certificate.
- Chair Academy, Higher Education Leadership Certificate.
- MIIIE, International Curriculum Development Workshop.
- Teacher Expectations and Student Achievement (TESA), Certificate.

Travel Experience

Canada | Chile | China | Colombia | Czech Republic | England | France | Germany | Greece | Ireland | Israel | Italy | Japan | Netherlands | Mexico | Monaco | Morocco | Peru | Poland | Singapore | South Africa | Spain | Wales