Updated November 6th, 2025

Renzhi (Fred) Zhao

Assistant Professor
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Education

Ph.D. Aug. 2019 – May. 2025
Georgia State University, J. Mack Robinson College of Business, Atlanta, GA
Major: Computer Information Systems
Cumulative GPA: 3.7/4.0
Dissertation Title: Role of Human Expertise in Influencing Human-AI Delegation and Task Performance Under Environmental Uncertainty
Dissertation Chair: Dr. Likoebe Maruping
Dissertation Committee: Dr. Mark Keil, Dr. Arun Rai, Dr. Aaron Baird, Dr. Lionel Robert Jr.

Undergraduate Aug. 2016 – Apr. 2019
University of Cincinnati, Carl H. Lindner College of Business, Cincinnati, OH
Major: Information Systems (B.B.A)
Minor: Business Analytics (B.S.)
Cumulative GPA: 3.95/4.0

Research

Research Focus

- Human-AI Interactions
- Decision Making
- Open Source Software (OSS) Development

Refereed Publications

- Daniel, S., Zhao, R. F., & Maruping, L. M., "Digital Skill Visibility and Promotion of Open Source Software Developers" revise and resubmit, *Journal of Management Information Systems*, 42(3), 926-950.

Manuscripts in Review

Refereed Conference Proceedings

- Zhao, R. F. & Gao, H. (2025). "Experts, Novices, and AI: Delegation Decisions in Uncertain Environments" (2025). In the Proceedings of the 45*th International Conference on Information Systems*, December 13-17, Nashville. https://aisel.aisnet.org/icis2025/general_topic/general_topic/14
- Daniel, S., Maruping, L. M., Zhao, R. F., & Luu, T. J. P. (2023). To Assert or Defend My Role as an OSS Developer: How IT Infrastructure Access Changes the Effect of Digital Platform Behavior on Firm Mobility. In the Proceedings of the *29th Americas Conference on Information Systems*, August 10-12, Panama City, Panama.
- Daniel, S., Zhao, R. F., & Maruping, L. M. (2020). Who You Know or What You Know? A Study of Digital Labor Platforms and OSS Developer Firm Mobility. In the Proceedings of the *41st International Conference on Information Systems*, December 13-16, Virtual.

Conference Presentations

- "Who Like More Details? The Impact of Task-related Information Amount Conveyed by AI Explanations among Task-related Experts and Novices," Workshop on Data Science, INFORMS 2025, Atlanta, GA. (2025)
- "The Impact of AI-Generated Explanation Design on the Delegation between Humans and Decision-augmented AI Systems," CTO Doctoral Consortium, AoM 2024, Chicago, IL. (2024)
- "Experts Want More Details? The Impact of Domain Information Amount in AI Explanations among Experts and Novices," AMCIS 2024 TREOs, Salt Lake City, UT. (2024)
- "The Impact of AI Explanation Timing on Users' Subsequent AI-Aided Decision-Making Performance," invited presentation at the "AI Innovation and eBusiness" session, INFORMS 2023, Phoenix, AZ. (2023)
- "The Impact of AI Explanation Timing on Users' Subsequent AI-Aided Decision-Making Performance," Workshop on Data Science, INFORMS 2023, Phoenix, AZ. (2023)
- "Experts Want More Details? The Impact of AI-Generated Explanation Completeness on Users' Subsequent AI-Aided Decision-making Performance among Experts and Novices," Rising Scholars Conference 2023, MIT, Virtual. (2023)
- "Who You Know or What You Know? A Study of Digital Labor Platforms and OSS Developer Firm Mobility," the 41st International Conference on Information Systems, ICIS 2020, Virtual. (2020)
- "Who You Know or What You Know? A Study of Digital Labor Platforms and OSS Developer Firm Mobility," invited presentation at OBAIS department, University of Cincinnati, Virtual. (2020)

Teaching

Teaching Interest

- Artificial Intelligence and Machine Learning
- Big Data Analytics
- Programming and App Development
- Database Management

Teaching Experience

- CIS 4930: Big Data Analytics (Undergraduate)
  Spring 2022 (Face-to-face) - Instructor Effectiveness Rating: 4.7/5 (enrollment: 45)
- CIS 4930: Big Data Analytics (Undergraduate)
  Summer 2022 (Online) - Instructor Effectiveness Rating: 5/5 (enrollment: 18)
- CIS 8694 AI for Decision Making (Graduate)
  Fall 2024 (Hybrid) – Teaching Assistant
- Department of Defense Workshop - Machine Learning Basics and PyTorch
  10 AM-2 PM, 09/14/2024 - Instructor

Work Experience

Assistant Professor | Department of Information Systems and Analytics, Texas State University

August 2025 – Present

Researcher | Department of Defense Center of Excellence

August 2024 – Present

- Develop research projects focused on human-AI collaboration and responsible AI systems in collaboration with Dr. Balasubramaniam Ramesh, Dr. Likoebe Maruping,

and other researchers from the Computer Information Systems Department and Computer Science Department at Georgia State University and Duke University.

Graduate Research Assistant | Computer Information Systems Department, Georgia State University

January 2022 – July 2022

Instructor | Computer Information Systems Department, Georgia State University

January 2022 – July 2022

Teaching Assistant and Tutor | Department of Managerial Accounting, University of Cincinnati

August 2017 – December 2017

Research Intern | Willis Insurance Brokers Co., Ltd. | Beijing, China

June 2017 – August 2017

Service

College of Business:

Treasurer of Georgia State University (GSU) Robinson Ph.D. Fellows 2021 Executive Board

Journal Reviewing:

- 1 Time(s): Information & Management (2025)
- 1 Time(s): AIS Transactions on Human-Computer Interaction (2025)

Conference Reviewing:

- 9 Time(s): 42nd, 43rd, 44th, 45th, 46th International Conference on Information Systems (2021, 2022, 2023, 2024, 2025)
- 3 Time(s): 32nd, 33rd European Conference on Information Systems (2024, 2025)
- 1 Time(s): 34th ACM Conference on Human Factors in Computing Systems (2026)
- 1 Time(s): 29th Americas Conference on Information Systems (2023)
- 1 Time(s): 28th Pacific Asia Conference on Information Systems (2020)

Awards and Honors

- Being selected to CTO Division Doctoral Consortium at the Academy of Management (2024)
- Best AMCIS 2023 Top 25% ERF Papers (2023)
- GTA Teaching Excellence Award from the J. Mack Robinson College of Business, Atlanta, GA (2023)
- Silver Student Scholarship at the Workshop on Data Science, INFORMS 2023, Phoenix, AZ (2023)
- Dean's List Recipient from 2016 Fall to 2019 Spring, Lindner College of Business, Cincinnati, OH (2016-2019)
- Summa Cum Laude Recipient from Lindner College of Business, Cincinnati, OH (2019)
- Nomination for IS Undergraduate Student of the Year (2019)

Research Grants

- $2500 McCoy College Faculty Development Grant, McCoy College of Business, Texas State University (2025)
- $2000 CIS Research Fund, Department of Computer Information Systems, Georgia State University (2025)
- $2000 Dissertation Grant Funding by Dissertation Grant Program, Office of the Vice President for Research, Georgia State University (2024)
- $1500 Ph.D. Research Scholarship by the Clyde Kitchens/Thoben Elrod/Delta Sigma Pi Doctoral Fellow Scholarship from J. Mack Robinson College of Business (2020)

Skills

- Python (Machine Learning and Web Scraping)
- R (Big Data Analysis and Data Mining)
- SQL and Oracle Database Design
- Java, HTML, C#, and .Net (Web Development)