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**LEE A. SPITZLEY**

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**RESEARCH INTERESTS**

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- Behavioral analytics
- Information veracity
- Behavioral security
- Analysis methods in behavioral research

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**ACADEMIC EMPLOYMENT**

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**Assistant Professor, University at Albany, SUNY (2018 – present)**

Department of Information Security &amp; Digital Forensics

Massry School of Business

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**EDUCATION**

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**Doctor of Philosophy, Business Administration (2018)**

Eller College of Management, University of Arizona, Tucson, Arizona

Major: Management Information Systems

Minor: Statistics

Dissertation Committee: Jay F. Nunamaker (chair), Judee Burgoon, Bill Mayew

Dissertation Title: *Using narrative disclosures to detect financial fraud***Master of Business Administration (2012)**

College of Business Administration, Central Michigan University, Mount Pleasant, Michigan

Concentration: Management Information Systems

**Bachelor of Science (2010)**

College of Science and Technology, Central Michigan University, Mount Pleasant, Michigan

Major: Information Technology

Minor: Entrepreneurship

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**JOURNAL PUBLICATIONS**

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1. Xunyu Chen, Xinran Wang, **Lee A. Spitzley**, Jay F. Nunamaker, Jr. (2023). Trust and Deception with High Stakes: Evidence from the Friend or Foe Dataset. *Decision Support Systems*. 173:113997
2. Steven J. Pentland, Christie Fuller, **Lee A. Spitzley**, and Doug Twitchell. (2023). Does accuracy matter? Methodological considerations when using automated speech-to-text for social science research. *International Journal of Social Research Methodology*. 26(6). 661-677.
3. **Lee A. Spitzley**, Xinran Wang, Xunyu Chen, Steven J. Pentland, Jay F. Nunamaker, Judee K. Burgoon, Norah E. Dunbar. (2023). Non-invasive measures of trust in group interactions. *IEEE Transactions on Affective Computing*. 14(4). 2389-2401.
  - University at Albany School of Business 2022-2023 Elite Publication Award

4. **Lee A. Spitzley**, Xinran Wang, Xunyu Chen, Judee K. Burgoon, Norah E. Dunbar, Saying Ge. (2022). Linguistic measures of personality in group discussions. *Frontiers in Psychology*. 13:887616.
5. Nathan W. Twyman, Steven J. Pentland, **Lee A. Spitzley**. (2020). Design principles for signal detection in modern job application systems: Identifying fabricated qualifications. *Journal of Management Information Systems*. 37(3). 849-874.
6. Judee K. Burgoon, William J. Mayew, Justin S. Giboney, Aaron Elkins, Kevin Moffitt, Bradley Dorn, Michael Byrd, **Lee A. Spitzley**. (2016). Which spoken language markers identify deception in high-stakes settings? Evidence from earnings conference calls. *Journal of Language and Social Psychology*. 35(2). 123-157.

## RESEARCH IN PROGRESS

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1. Early detection of earnings management using earnings call behavior. With Xinran Wang and Zisu Wang. *In final preparation for submission to Management Science (July 2025)*.
2. Entrepreneurial language and future firm performance. With Bill Wales and Rita Biswas. *Data analysis is in progress. To be submitted to Academy of Management Discoveries (August 2025)*
3. Identifying the effect of gender stereotypes on behavior and decision-making in small groups. *IRB approved, data collection planned for Summer 2025*.

## REFEREED CONFERENCE PROCEEDINGS

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\* Presenting Author

1. Pentland, S. J., **Spitzley, L. A.**\*, Fuller, C.\*, Twitchell, D. (2019). Data quality relevance in linguistic analysis: The impact of transcription errors on multiple methods of linguistic analysis. Americas Conference on Information Systems. August 15-17, 2019. Cancún, Mexico.
2. **Spitzley, L. A.**\*, Pentland, S. J., Dorn, B., Walls, B. and Burgoon, J.K. (2018). Using multimodal data to infer group dynamics in an adversarial group game. In IEEE International Carnahan Conference on Security Technology, Montreal, QC, 2018.
3. Twyman, N. W.\*, Pentland, S. J., **Spitzley, L. A.** (2018). Deception detection in online, automated job interviews. International Conference on HCI in Business, Government, and Organizations. 206-216. July 15, 2018. Las Vegas, Nevada.
4. Burgoon, J. K.\*, Mayew, W. J., Giboney, J. S., Elkins, A., Moffitt, K., **Spitzley, L. A.**, Byrd, M., et al. (2014). Applying linguistic and vocalic analysis to company conference calls to detect fraud-related statements. Proceedings of the 47th Hawai'i International Conference on System Sciences.
5. **Spitzley, L. A.**\*, Kumar, A. (2013) Exploring the phenomenon of offshore vendors locating satellite offices on the premises of the client in IT and IT-enabled services outsourcing. Presented at the Global IT Management Association 2013 World Conference, Kuala Lumpur, Malaysia, June 16-18, 2013
6. **Spitzley, L. A.**\*, Kumar, A. (2012) Enterprise resource planning systems in public organizations: An analysis of benefits, challenges, and critical success factors. Presented at the Global IT Management Association 2012 World Conference, Bangalore, India, June 17-19, 2012

## BOOK CHAPTERS

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1. Deception and its Detection. Burgoon, J.K., Dunbar, N.E., **Spitzley, L.A.** (2022). In Dehghani, M. & R. Boyd, R.L. (Eds.), *The Atlas of Language in Psychology* (pp. 285-303). Guilford Press.
2. **Spitzley, L. A.** (2021). Incremental information in narrative financial disclosures: Differences between fraudulent and non-fraudulent firms. In: *Detecting Trust and Deception in Group Interaction*. Springer.
3. Steven J. Pentland, **Lee A. Spitzley**, Xunyu Chen, Rebecca Wang, Judee Burgoon, Jay Nunamaker. (2021). Behavioral indicators of dominance in an adversarial group negotiation game. In: *Detecting Trust and Deception in Group Interaction*. Springer.

## POSTERS AND PRESENTATIONS

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\* Presenting Author

1. Rita Biswas\*, **Lee Spitzley**, William J. Wales. (2025). Rocketing Returns? Space-Related Discourse in Earnings Calls and Firm Valuations. Presented at the Academy of Management Paper Development Workshop. Turin, Italy.
2. **Lee Spitzley**, Steve Pentland, Jay Nunamaker, Judee Burgoon, Xunyu Chen\*, Rebecca Wang. (2020). Analyzing Face-to-Face Multicultural Group Communication with Computational Linguistics and Vocalics: Procedures, Results and Implications for Future Research Indicators. Hawaii International Conference on System Sciences (HICSS). Maui, HI. *CAST: Credibility and Screening Technologies Symposium*. January 7-8, 2020.
3. **Lee Spitzley\***, Judee Burgoon, Steve Pentland, Rebecca Wang, Tina Ge, Xunyu Chen. (2019). Analyzing Face-to-Face Multicultural Group Communication with Computational Linguistics: Procedures, Results and Implications for Future Research Indicators. Hawaii International Conference on System Sciences (HICSS), Maui, HI. *CAST: Credibility Assessment and Screening Technologies Symposium*. January 8-9, 2019.
4. **Lee Spitzley\***, Steve Pentland, Jay Nunamaker, Xunyu Chen. (2019). Speech transcription for large groups. Hawaii International Conference on System Sciences (HICSS), Maui, HI. *CAST: Credibility Assessment and Screening Technologies Symposium*. January 8-9, 2019.
5. **Lee Spitzley\***. (2018). Manager-analyst interactions in fraudulent earnings calls. Annual Symposium on Information Assurance. Albany, NY. June 5-6, 2018.
6. **Lee Spitzley\***. (2018). Do financial analysts sense fraud? Evidence of suspicion in earnings calls. Hawaii International Conference on System Sciences (HICSS), Big Island, HI. *CAST: Credibility Assessment and Screening Technologies Symposium*. January 3-4, 2018.
7. **Lee Spitzley**, Bradley Dorn\*, Jay Nunamaker, Steven Pentland, Bradley Walls, Matt Giles, Becky Ford, VS Subrahmanian. (2018). Unanticipated Issues and Lessons Learned Studying Socio-Cultural Attitudinal Networks. Hawaii International Conference on System Sciences (HICSS), Big Island, HI. *CAST: Credibility Assessment and Screening Technologies Symposium*. January 3-4, 2018.
8. Steve Pentland\*, **Lee Spitzley**, Nathan Twyman. (2018). Deception and exaggeration in online, automated job interviews. Hawaii International Conference on System Sciences (HICSS), Big Island, HI. *CAST: Credibility Assessment and Screening Technologies Symposium*. January 3-4, 2018.
9. **Lee Spitzley\***. (2017). Data collection and logistics in the Mafia game. Annual stakeholder meeting for SCAN: Socio-Cultural Attitudinal Networks. October 4, 2017. College Park, MD.
10. **Lee Spitzley\***. (2016) Incremental information disclosure in financial reporting: Differences between fraudulent and non-fraudulent companies. Graduate and Professional Student Council Student Showcase. February 24, 2016. Tucson, AZ.
11. **Lee Spitzley\***. (2014) Predicting fraud from quarterly conference calls: A small sample study of scripted language. Americas Conference on Information Systems. August 7-9, 2014. Savannah, GA.

## INVITED TALKS

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1. **Lee Spitzley**. Language and Voice Information in Earnings Calls. Presented on January 29, 2025 in the CPA Continuing Professional Education Seminar (Tech Valley Chapter).
2. **Lee Spitzley**. Analyzing text in financial reports. Presented on March 29, 2022 in the CPA Continuing Professional Education Seminar (Tech Valley Chapter).
3. **Lee Spitzley**. Analyst language in quarterly earnings calls: Comparing interactions with fraudulent and non-fraudulent managers. MIS Speaker Series at the University of Arizona. Presented on November 4<sup>th</sup>, 2016 in Tucson, AZ
4. **Lee Spitzley**. Analyst language in quarterly earnings calls: Comparing interactions with fraudulent and non-fraudulent managers. INFORMS 2016 Annual Meeting. Nashville, TN.

## GRANTS

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1. 2025. *Under Review*. \$825,196. Army Research Institute. Minimally invasive methods to capture real-time team dynamics.
2. November 2024, \$1,200. Identifying the effect of gender stereotypes on behavior and decision-making in small groups. University at Albany, SUNY Minerva Center Innovation Funding for
3. Research & Creative Endeavors Grant.
4. May 2020, \$5,855. Improving job interview performance with real-time behavioral analytics. University at Albany Faculty Research Award Program – Category A (FRAP-A). *Competitive at the university level*.
5. April 2017, \$750. University of Arizona Graduate and Professional Student Council Travel Grant.
6. May 2016, \$1749. University of Arizona Center for Leadership Ethics Research Grant. Project title: “Analyst Language as an Indicator of Financial Fraud”
7. December 2015, \$545. University of Arizona Graduate and Professional Student Council Travel Grant.
8. May 2015, \$40,000. Center for Identification Technology Research (CITeR) grant, Co-PI. Project title: “The effect of perceived surveillance on voluntary disclosure.”
9. January 2015, \$500. University of Arizona Graduate and Professional Student Council Research and Project Grant. Project title: “Information disclosure in fraudulent companies: A study of language similarity between earnings calls and financial statements”. Award number RSRCH-414FY15.

## AWARDS & RECOGNITION

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1. May 2024. John S. Lovato Endowed Undergraduate Teaching Award. Massry School of Business.
2. May 2023. University at Albany School of Business Elite Publication Award for “Non-invasive measures of trust in group interactions”.
3. August 2016. AMCIS Doctoral Consortium Participant. San Diego, CA.
4. March 2016. Department of Homeland Security Career Development Grant. \$1,375.

## RESEARCH POSITIONS

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### Center for the Management of Information

*Research Associate (August 2012 – present)*

- Contribute to grant-funded research related to deception detection, sensor technologies, and human-computer interaction.

### National Center for Border Security and Immigration (BORDERS)

*Research Associate (August 2012 – August 2018)*

- Developed and conducted research at the US-Mexico border. Awarded \$455,000 in funding from the Department of Homeland Security to study unauthorized border crossings in 2016-2017.

## TEACHING EXPERIENCE

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### University at Albany, SUNY – Digital Forensics Undergraduate

*BFOR 200: Information Security for Business*

- Fall 2019 - present

*BFOR 203: Networking & Cryptography*

- Fall 2018, Fall 2019

*BFOR 204: Introduction to Cybersecurity: Threats & Vulnerabilities*

- Spring 2023

*BFOR 206: Programming for Security Analytics*

- Spring 2019 – Spring 2024

**University at Albany, SUNY – Digital Forensics Undergraduate/Graduate Combined**

*BFOR 416/516: Advanced Data Analysis*

- Spring 2019 – Spring 2023

**University of Arizona – MISonline Master's Program**

*MIS 545: Data Mining for Business Intelligence*

**University of Arizona – Upper Division Undergraduate**

*MIS 304: Using and Managing Information Systems*

*MIS 307: Business Data Communications*

*MIS 373: Basic Operations Management*

**University of Arizona – Teaching Assistant**

*Web Mining, MS in MIS program*

*Project Execution and Presentation, MS in MIS program*

*Business Data Communications, Upper division undergraduate*

**Central Michigan University – Graduate Assistant**

*Finance & Law Department*

*Real Estate Finance Program*

*Health Administration Division of the College of Health Professions*

## **SERVICE**

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**Department Service – University at Albany, SUNY**

*Committees*

- Fall 2024–Spring 2025: Chair, Faculty Search Committee for two tenure-track positions in Information Security & Digital Forensics.
- Fall 2023: Chair, Faculty Search Committee for a full-time lecturer position in Information Security & Digital Forensics.
- Fall 2022: Chair, Faculty Search Committee for a one-time lecturer position in Information Security & Digital Forensics.
- Fall 2022: Member, Faculty Search Committee for a tenure-track position in Information Security & Digital Forensics.
- Spring 2020: Member, Faculty Search Committee for a tenure-track position in Information Security & Digital Forensics.

*Curriculum Development*

- Fall 2024–ongoing: Contributed to the curriculum development of an executive training program, “AI in Business”.
- Spring 2024–ongoing: Contributed to the development of a Masters in Science: Artificial Intelligence for Business program.
- Fall 2019: Developed and taught a new course, “BFOR 200: Information Security for Business”. Course is now a required course for all business majors.
- Fall 2018: Developed and taught a new course, “BFOR 206: Programming for Analytics”.
- Fall 2018: Developed and taught a new course, “BFOR 416/516: Advanced Data Analysis”.

#### *Advising*

- 2024-ongoing: Dissertation Committee member for Dominick Foti (PhD student)
- 2025-ongoing: Literature Review Committed for Lakshika Vaishnav (PhD student)

#### **School Service**

##### *Committees*

- Ongoing: Attend open-house events for prospective students.
- 2021–2022: Member, Graduate Affairs Committee.

##### *Recruiting*

- Ongoing: Attend open-house events for prospective students.
- Ongoing: Attend student orientation events.
- Ongoing: Attend recruiting events, including several direct admit events.
- Ongoing: Attend graduation ceremonies.

#### **University**

- 2024: Member, AI+ curriculum development committee
- 2022-2024: Senator, University at Albany (2022-2024). Member of the Committee on Academic Freedom, Freedom of Expression, and Community Responsibility (CAFFECOR)
- 2022: Test user of Brightspace, the new LMS for the University.

#### **Service to the Profession**

##### *Reviewer*

- Americas Conference on Information Systems (2014, 2016, 2019, 2021, 2024)
- Conference on Information Systems and Technology (2017)
- DESRIST (2018)
- European Conference on Information Systems (2017)
- Hawaii International Conference on System Sciences (2015, 2025)
- International Conference on Information Systems (2015, 2017, 2019)
- Journal of the Association for Information Science and Technology (2020)
- Journal of Management Information Systems (2014)

##### *Session Chair*

- Intelligent Applications in Social Media Analytics, INFORMS 2016

##### *Volunteer*

- International Conference on Information Systems (ICIS), Fort Worth, Texas. December 2015
- University of Arizona Graduate and Professional Student Council Travel Grants judge. April 2017.

## **PROFESSIONAL EXPERIENCE**

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### **Consumers Energy (May 2011 – August 2011)**

Jackson, Michigan

#### *IT Audit and Controls*

- Audited the company's financial systems for compliance with Sarbanes-Oxley regulations and verified that appropriate policies and procedures were established and being followed.

### **State of Michigan (March 2010 –May 2011)**

Lansing, Michigan

#### *Department of Technology, Management, and Budget*

- Supported the telecommunications staff with network & telephony administration, trained co-workers in new procedures, and developed software to automate time-consuming billing processes.

## **ORGANIZATIONS AND LEADERSHIP**

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- Member, Association for Information Systems
- Member, INFORMS
- President, SAP University Alliance Student User Group, Central Michigan University (2011-2012)
- Executive Board Member, College of Business Administration Graduate Student Association, Central Michigan University (2011-2012)