

Terrill L. Frantz, *Ed. D.*

Curriculum Vitae

Center for Computational Analysis of Social and Organizational Systems
Institute for Software Research International
Carnegie Mellon University
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Current Position

Aug., 2004 - present:

Post-Doctorate Researcher at Carnegie Mellon University, School of Computer Science. Conduct scientific research into the dynamics of human social-networks in business and convert organizations.

Education

- Ed. D., 2004 Pepperdine University, Organization Change Practitioner
(Doctoral Dissertation: "Patterns of Change in Organization Performance")
- MBA, 1998 New York University, Business Management
- BS, 1984 Drexel University, Business Administration, Computer Systems Mgmt.

Research Agenda

Dr. Frantz's research makes use of his extensive professional experience and in-depth education by combining techniques from Organization Management, Statistics and Computer Science to estimate human dynamics in business organizations. His work involves applying social-network analysis and specific computer simulations to models of real-world human-networks and theories of organization behavior in order to: (a) provide business managers with a deep understanding of the collective human-dynamics relevant to the performance of their organization; and (b) to evaluate how specific management policies may, therefore, ultimately impact the performance of their organization. Dr. Frantz is developing a specialty in the evaluation of workforce-integration strategy and policy, specific to *organization mergers and alliances*.

At the Carnegie-Mellon University CASOS Research Center, Dr. Frantz is the Project Lead for the Robustness Project and is active in various other social-network studies. The Robustness Project is motivated by the recognition that error is ubiquitous in social data and that researchers actually have little comprehension of the true impact of this error. He aims to quantify the robustness of network centrality measures, relative to the network's topology and other characteristics, vis-à-vis inherently inexact network data. His work in other studies include conducting research on collaboration specific to university faculty, analyzing workforce interaction patterns within organizations faced with crisis, and designing advanced visualization techniques and software tools for complex social-network analysis.

Professional History

- 2002-2004 Organization Simulations Asia Ltd.; Hong Kong; Managing Director
- 1994-2002 Morgan Stanley & Co.; Financial Services; Hong Kong, London, New York;
Vice President of Information Technology & Asia-Region I.T. Operations Officer
- 1993-1994 Becket & Watkins, Bankruptcy Law; Malvern, PA; Director of Computer Department
- 1992-1993 Morgan Stanley & Co.; Investment Banking; New York; Software Developer
- 1988-1992 E.I. DuPont de Nemours, Inc; Chemicals; Wilmington, DE; Software Development Consultant
- 1984-1988 J.P. Morgan & Co; Comm. Banking; Wilmington, DE; Technology Associate, Data Center Mgr.
- 1981-1984 Andesa Corp.; HR Benefits Mgmt; Allentown, PA; Programmer/Financial Analyst
- 1980-1992 Executive Computer Support, Inc; Wilmington, DE; Independent Software Consultant
- 1990-1991 Montgomery County Comm. College; Cecil, MD; Adjunct Instructor of Computer Technologies
- 1985-1991 Delaware Technical & Comm. College; Wilmington, DE; Instructor of Computer Technologies

Terrill L. Frantz, Ed. D.
Curriculum Vitae (continued)

Publications in Progress

- Computational methods for generating experimental social-network data. Frantz, Terrill, Airoidi, Edoardo Reminga, Jeff , & Carley, Kathleen M. (2005). Carnegie Mellon University Technical Report, (forthcoming).
- Identifying fuzzy subgroups in the deep structure. Frantz, Terrill, Carley, Kathleen M. & Davis, George (2005). Carnegie Mellon University Technical Report, (forthcoming).
- Introducing socio-attribute maps for visualizing social network data. Frantz, Terrill & Carley, Kathleen M. (2005). Carnegie Mellon University Technical Report, (forthcoming).

Published Publications

- It's always about the people. Enron is no different" - Social network analysis of the Enron email corpus. Diesner, Jana, Frantz, Terrill, & Carley, Kathleen M. (2005). *Computational and Mathematical Organization Theory*, 11, 201-228.
- Relating network topology to the robustness of centrality measures. Frantz, Terrill & Carley, Kathleen M. (2005). Carnegie Mellon University Technical Report, CMU-ISRI-05-117.
- A formalization of the cellular form of social networks. Frantz, Terrill & Carley, Kathleen M. (2005). Carnegie Mellon University Technical Report, CMU-ISRI-05-109.
- An Automated Methodology for Conducting a Social Network Study of a University Faculty. Frantz, Terrill & Carley, Kathleen M. (2005). Carnegie Mellon University Technical Report, CMU-ISRI-05-106.
- Book review: Special topic forum on time and organization research, edited by Paul S. Goodman, Deborah G. Arcona, and Barbara S. Lawrence. Frantz, Terrill. (2004). *Nonlinear Dynamics, Psychology, and Life Sciences*, 8, 441-444.
- M&A integration skills: Not only for senior executives. Frantz, Terrill. (2003). *Patterns*, 1(10).

Miscellaneous Activities

- 2004- Nonlinear Dynamics, Psychology, and Life Sciences; Journal Production Group
2003- Society for Chaos Theory in Psychology & Life Sciences; Web Manager
1995- Registered Securities Broker & Registered Commodities Broker, NYSE, NASD
1991-1992 Caesar Rodney Rotary Club; Wilmington, DE; Club President
1988-1990 Data Processing Management Association; Wilmington, DE; Chapter President

Personal Homepage

<http://www.cs.cmu.edu/~terrill>