

May 8, 2010

NICK BONTIS – RESEARCH IMPACT

1) RESEARCH OUTPUT

My research program concentrates on two interrelated areas: (a) intellectual capital, and (b) knowledge management. Whereas intellectual capital is defined as the stock of intangible assets in the organization (which includes human capital and structural capital), knowledge management refers to the process necessary for increasing its flow and growth.

These two areas of research are burgeoning fields with tremendous appeal in both academic and practitioner circles. My publication record as of May 2010 outlines **64 peer-reviewed articles** in refereed academic journals (61 in print, plus 3 accepted). Refer to Exhibit 1 for a summary review of journal quality and Exhibit 2 for a summary review of KM/IC journal rankings.

I also have **28 articles in peer-reviewed conference proceedings**. I have **5 more manuscripts** under consideration at peer-reviewed journals. I have also published **12 teaching cases** that are currently used in the classroom.

2) RESEARCH IMPACT

My publications thus far have yielded a cumulative total of **4,597 citations**. Refer to Exhibit 3 for a summary review of citation counts. My **h-index value is 25** which denotes a significant cumulative impact of my research output. Refer to Exhibit 4 for an author impact analysis.

My PhD dissertation thesis has also had a large impact on the research community. **Thesis Canada** reported that it was the **number one selling** masters or doctoral thesis in Canada in 2002. It was also finalist for the HRRI (Human Resources Research Institute) Dissertation Award in 2000.

3) RESEARCH FUNDING

I have secured **\$555,165 in research grants** from various agencies including SSHRC, MINT, Arts Research Board and FNSV among others. Of that total, I have been either the principle investigator or sole investigator for **\$221,489** in funding.

4) RESEARCH AWARDS

My research program has been recognized for excellence. I am the only faculty member to have received both the **DeGroote Research Excellence Award** (2006-2007) and the **DeGroote Research to Practice Excellence Award** (2008-2009). Furthermore, I have

received the **3M National Teaching Fellow** in recognition of my educational leadership and contribution to pedagogical research.

My papers have received a total of **12 research awards or nominations** including: the **2004 Literati Award of Excellence** for the most outstanding paper published in the *Leadership & Organization Development Journal* and the **1998 ANBAR Citation of Excellence** for the most outstanding paper published in *Management Decision*.

My conference proceedings publications have also been recognized. I received nominations for the Best Paper Award in the Hedonic IT Mini-track at AMCIS (2007) and the Best Paper Award at ECIS (2007). I have also received the following research awards: Best Paper in Management Education Division – ASAC (2006), Best Paper Award – AMCIS (2005), Best Student Paper Award in Policy Division – ASAC (1996), Runner-up Best Paper Award in Case Division – ASAC (1997), Best Case Award in Organizational Behaviour – ASAC (1996), Best Case Award in Policy – ASAC (1996), and Best Student Paper Award in Entrepreneurship Division – ASAC (1995).

5) RESEARCH TRAINING

Although our academic area (Strategic Management Leadership and Health Services Management) does not have a PhD program, I am often sought to serve on doctoral committees. In total, I have sat on **10 doctoral dissertation committees** (7 completed and 3 in progress). Most recently, I trained two DeGroote graduates **Alexander Serenko** and **Constantinos Coursaris** who both landed academic positions at **Lakehead University** and **Michigan State University** respectively.

Over the years, I have also supervised **44 undergraduate students** and **4 MBA students** as they completed their requirements for the 4SY3 and P719 Independent Research study courses. I have also supervised **4 undergraduate students** who were recipients of the **Undergraduate Student Research Awards**.

6) RESEARCH PROMOTION

I have transformed my academic research into a software company called **Knexa** which is considered to be the world's first knowledge exchange auction. My company has been identified as the **Top 100** companies in the world by **KM World** magazine and has two patents pending (Canada application: #2,300,751, USA application: #09/979,326). I have also been involved with extending my research into the community having conducted well over **200 executive seminars and conference presentations** for various practitioner audiences.

I have published over **50 articles** in professional trade journals, magazines or newspaper and have had extensive media attention: **137 published interviews**, **175 TV interviews** and **65 radio interviews**.

Exhibit 1: Journal Quality of Publications

| Journal Title | # of articles | Note |
|---------------------------------------------------|---------------|--------------------------------------------------------------|
| J. of Intellectual Capital | 13 | Ranked 2 nd KM/IC ^a , see Exhibit 2 |
| Management Decision | 8 | <i>h</i> -index = 43, accepted for SSCI ^b |
| Int. J. of Technology Management | 5 | 5-year CIF = 0.684 ^c |
| Knowledge and Process Management | 5 | Ranked 4 th KM/IC, see Exhibit 2 |
| J. of Knowledge Management | 5 | Ranked 1 st KM/IC, see Exhibit 2 |
| Int. J. of Knowledge and Learning | 3 | Ranked 9 th KM/IC, see Exhibit 2 |
| Int. J. of Business Governance and Ethics | 3 | New journal launched in 2004 |
| Information & Management | 2 | 5-year CIF = 4.079, ranked 5 th /50 ^d |
| The Learning Organization: An Int. Journal | 2 | Ranked 3 rd KM/IC, see Exhibit 2 |
| Int. J. of Teaching and Case Studies | 2 | New journal launched in 2007 |
| J. of Human Resource Costing & Accounting | 2 | <i>h</i> -index = 14 |
| Quarterly J. of Electronic Commerce | 2 | |
| J. of Internet Research | 2 | |
| J. of Management Studies | 1 | 5-year CIF = 3.485, ranked 13 th /77 ^e |
| J. of Information and Knowledge Management | 1 | Ranked 9 th KM/IC, see Exhibit 2 |
| Int. J. of Learning and Intellectual Capital | 1 | Ranked 13 th KM/IC, see Exhibit 2 |
| Behaviour and Information Technology | 1 | 5-year CIF = 1.249 |
| Int. J. of Management Reviews | 1 | 5-year CIF = 2.612 |
| European Management Journal | 1 | <i>h</i> -index = 69 |
| Computers in Human Behavior | 1 | 5-year CIF = 2.150 |
| Int. J. of Accounting, Auditing and Performance | 1 | <i>h</i> -index = 7 |
| Leadership and Organization Development J. | 1 | |
| Corporate Governance: Int. J. of Business in Soc. | 1 | |
| Total | 64 | |

Note: The list represents a summary of all peer-reviewed journals that I have published in with the number of articles in each journal.

a Refer to Exhibit 2 for specific information regarding KM/IC (knowledge management and intellectual capital) journal rankings.

b *Management Decision* announced its acceptance for future inclusion in Social Sciences Citation Index (ISI Web of Knowledge – Journal Citation Reports) on June 19, 2007. See <http://tinyurl.com/msatsy>

c CIF = 5-year average citation impact factor taken from ISI Web of Knowledge – Journal Citation Reports.

d *Information & Management* is ranked #5 of 50 IS research journals by Peffers & Ya (Table 3, page 72). See <http://tinyurl.com/lmyj3>

e Journal of Management Studies is ranked #13 of 77 business journals by ISI (2008). See <http://tinyurl.com/2c54fuc>

Exhibit 2: KM/IC Journal Rankings

| Revealed Preference Rank | Journal Title | h-index | g-index | Stated Preference Rank |
|--------------------------|-----------------------------------------------|---------|---------|------------------------|
| 1 | J. of Knowledge Management | 47 | 70 | 1 |
| 2 | J. of Intellectual Capital | 36 | 56 | 2 |
| 3 | The Learning Organization | 28 | 39 | 5 |
| 4 | Knowledge and Process Management | 26 | 38 | 6 |
| 5 | Knowledge Management Research & Practice | 13 | 25 | 3 |
| 6 | J. of Knowledge Management Practice | 10 | 13 | 8 |
| 7 | Electronic J. of Knowledge Management | 8 | 12 | 10 |
| 8 | VINE: The J. of Info. and KM Systems | 8 | 11 | 14 |
| 9 | Intl. J. of Knowledge and Learning | 7 | 10 | 12 |
| 9 | J. of Info. and Knowledge Management | 7 | 10 | 7 |
| 11 | Intl. J. of Knowledge Management | 6 | 8 | 4 |
| 12 | Knowledge and Innovation: J. of the KMCI | 5 | 8 | 15 |
| 13 | Intl. J. of Learning and Intellectual Capital | 5 | 7 | 9 |
| 14 | J. of Universal Knowledge Management | 4 | 7 | 19 |
| 15 | Interdisciplinary J. of Info., Knowledge and | 3 | 5 | N/A |
| 16 | Intl. J. of Knowledge, Culture and Change | 3 | 3 | 13 |
| 17 | Intl. J. of Knowledge Management Studies | 2 | 2 | 11 |
| 17 | Intl. J. of Nuclear Knowledge Management | 2 | 2 | 20 |
| 17 | Knowledge Management for Development J. | 2 | 2 | 17 |
| 17 | The Icfai J. of Knowledge Management | 2 | 2 | 18 |

Note: The revealed preference ranking is based on the *h*-index and *g*-index. The stated preference ranking is based on a ranking provided by 233 active researchers in the field from 41 countries.

Index values were calculated by using Harzing's Publish or Perish (PoP) tool version 2.5.2969 on July 21, 2008. A copy of this tool can be downloaded from <http://www.harzing.com/pop.htm>

h-index: Proposed by J.E. Hirsch. (2005). "An index to quantify an individual's scientific research output", *Proceedings of the National Academy of Sciences*, Vol. 102, No. 46, pp.16569-16572.

g-index: Proposed by Leo Egghe. (2006). "Theory and practice of the *g*-index, *Scientometrics*, Vol. 69, No 1, pp. 131-152.

Source: Bontis, N. and A. Serenko. (2009). "A follow-up ranking of academic journals", *Journal of Knowledge Management*, 13, 1, 16-26. (see Table II)

See here: <http://www.bontis.com/ic/publications/BontisSerenkoJKM13-1Harzing.pdf>

Exhibit 3: Research Citations per Publication (only articles with > 10 citations listed)

| Article Title | Pub. | Year | # of citations | |
|----------------------------------------------------------------------|-------|------|----------------|---|
| Intellectual capital: an exploratory study that develops measures | MD | 1998 | 698 | a |
| Assessing knowledge assets: a review of the models used to | IJMR | 2001 | 462 | b |
| The knowledge toolbox: a review of the tools available to measure | EMJ | 1999 | 433 | c |
| Managing organisational knowledge by diagnosing intellectual | IJTM | 1999 | 414 | d |
| Managing an organizational learning system by aligning stocks | JMS | 2002 | 375 | e |
| Intellectual capital and business performance in Malaysian | JIC | 2000 | 248 | f |
| The strategic management of intellectual capital and | Book | 2002 | 240 | |
| There's a price on your head | BQ | 1996 | 229 | |
| Intellectual capital ROI: a causal map of human capital | JIC | 2002 | 170 | g |
| National intellectual capital index: a United Nations initiative for | JIC | 2004 | 100 | h |
| Intellectual capital disclosure in Canadian corporations | JHRCA | 2003 | 96 | i |
| Meta-review of knowledge management and intellectual capital | KPM | 2004 | 80 | j |
| A model of the impact of mission statements on firm performance | MD | 2001 | 69 | |
| CKO wanted-evangelical skills necessary: a review of the chief | KPM | 2001 | 62 | k |
| The rising star of the chief knowledge officer | IBJ | 2002 | 61 | |
| Voluntary turnover: knowledge management-friend or foe? | JIC | 2002 | 51 | |
| User acceptance of wireless short messaging services | I&M | 2007 | 49 | |
| Transformational leadership: an examination of cross-national | LODJ | 2003 | 42 | |
| Teaching knowledge management and intellectual capital lessons | IJTM | 2000 | 40 | |
| The e-flow audit: an evaluation of knowledge flow within | JKM | 2003 | 20 | |
| Distinguishing between the board and management in company | JIC | 2003 | 19 | |
| E-improvisation: collaborative groupware technology expands the | KPM | 2002 | 19 | |
| Intellectual capital in Egyptian software firms | TLO | 2004 | 19 | |

Note: Citation counts were calculated by using Harzing's Publish or Perish (PoP) tool version 2.8.3774 on May 8, 2010. A copy of this tool can be downloaded from <http://www.harzing.com/pop.htm>

Only publications with greater than 19 citations are listed above.

The following highlights (article rankings within journals) were calculated by using the query of each journal name in the Journal title field and checking the Business discipline only.

- a This article is ranked as the 2nd most cited in MD since inception.
- b This article is ranked as the 1st most cited in IJMR since inception.
- c This article is ranked as the 2nd most cited in EMJ since inception.
- d This article is ranked as the 2nd most cited in IJTM since inception.
- e This article is ranked as the 10th most cited in JMS since inception.
- f This article is ranked as the 3rd most cited in JIC since inception.
- g This article is ranked as the 6th most cited in JIC since inception.
- h This article is ranked as the 21st most cited in JIC since inception.
- i This article is ranked as the 2nd most cited in JHRCA since inception.
- j This article is ranked as the 4th most cited in KPM since inception.
- k This article is ranked as the 13th most cited in KPM since inception.

Exhibit 4: Author impact analysis

| | | | | | |
|------------|--------|----------------|---------|------------------|----|
| Papers: | 66 | Cites/paper: | 69.65 | <i>h</i> -index: | 25 |
| Citations: | 4597 | Cites/author: | 3163.54 | <i>g</i> -index: | 66 |
| Years: | 15 | Papers/author: | 37.82 | | |
| Cites/yr: | 306.47 | Authors/paper: | 2.18 | | |

Cites/paper: 66.65 / 15.0 (mean / median)
Authors/paper: 2.18 / 2.0 / 2 (mean / median / mode)

Note: Author impact analysis was calculated by using Harzing's Publish or Perish (PoP) tool version 2.8.3774 on May 8, 2010. A copy of this tool can be downloaded from <http://www.harzing.com/pop.htm>

This output was generated by using the query "Bontis N" in the Author's name field and checking the Business discipline only. This tool includes self-citations in the analysis. Only publications with greater than 5 citations are included in the analysis. Papers include journal articles, books, book chapters, and conference publications.

h-index: Proposed by J.E. Hirsch. (2005). "An index to quantify an individual's scientific research output", *Proceedings of the National Academy of Sciences*, Vol. 102, No. 46, pp.16569-16572. It is defined as follows: A scientist has index *h* if *h* of his/her N_p papers have at least *h* citations each, and the other (N_p-h) papers have no more than *h* citations each. It aims to measure the cumulative impact of a researcher's output by looking at the amount of citation his/her work has received. According to Hirsch (who examined academic researchers in the field of physics), he "suggests (with large error bars) that for faculty at major research universities, *h* = 12 might be a typical value for advancement to tenure (associate professor) and that *h* = 18 might be a typical value for advancement to full professor (2005:16571). See <http://tinyurl.com/nc8mc9>

g-index: Proposed by Leo Egghe. (2006). "Theory and practice of the *g*-index", *Scientometrics*, Vol. 69, No 1, pp. 131-152. It is defined as follows: [Given a set of articles] ranked in decreasing order of the number of citations that they received, the *g*-index is the (unique) largest number such that the top *g* articles received (together) at least g^2 citations. It aims to improve on the *h*-index by giving more weight to highly-cited articles.