

Thomas Bryant Cassidey

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RESEARCH INTERESTS

- Supply Chain Optimization, Transportation and Logistics

EDUCATION

- **The University of Alabama** Tuscaloosa, AL
Operations Management, Ph.D. 2023
Dissertation: "Concurrent Sourcing: Theory and Behavior"
Advisors: Dr. Sharif Melouk and Dr. Nickolas Freeman
Operations Management, M.S.
Philosophy, B.A. with honors, Presidential Scholar 2013

ACADEMIC APPOINTMENTS

- **Assistant Professor** The University of Colorado, Colorado Springs
Business Analysis Department 2025 - Present
- **Assistant Professor** California State University, East Bay
Management Department 2023 - 2025

PUBLICATIONS

- Cassidey, T.B., N. Freeman, S. Melouk, A. Narayanan. Concurrent Sourcing and Bounded Rationality under Capacity Constraints. *European Journal of Operational Research*. 2025.
Develops a probabilistic characterization of capacitated and multi-variate sourcing decisions, using a discrete choice model. Motivates and examines a laboratory experiment to measure human subject performance against theoretical performance in a concurrent sourcing task.
- Cassidey, T.B. and I. Dayarian. The k traveling repairman problem with stochastic service request times. *Transportation Science*. 2025.
Presents a novel branch-and-price algorithm to incorporate randomly occurring service request times of customers in a multiple service agent routing problem.
- Cassidey, T.B., N. Freeman, and S. Melouk. Leveraging concurrent sourcing for risk mitigation and pricing. *Omega*, 113, 2022.
Formulates and analyzes a non-linear model for concurrent sourcing decisions under all-or-nothing supplier disruptions. Investigates the effect of concurrent sourcing ability on the supplier's optimal pricing strategy.

SUBMITTED MANUSCRIPTS

- Cassidey, T.B., E. Barbee, B. Keskin, and O. Satici. The integrated sourcing and virtual node location problem.
Develops and solves the inventory availability and customer expectation problem for a retailer subject to carrier network uncertainty.

WORKING PAPERS

- Cassidey, T.B., N. Freeman, and S. Melouk. Concurrent sourcing under stochastic lead time risk.
Analyzes the optimal concurrent sourcing and expediting strategy under supply disruptions manifested as delayed lead times.
- Cassidey, T.B., E. Barbee, and B. Keskin. On-line supplier selection of a drop-shipping retailer.
Develops online algorithms for supplier selection of an e-retailer to maximize a multi-criteria objective.

RESEARCH PRESENTATIONS

- *Concurrent Sourcing Under Stochastic Demand and Lead Time Risks*, POMS Annual Meeting 2026
- *On-line Supplier Selection for a Drop-shipping E-retailer*, INFORMS Annual Meeting 2025, Atlanta, GA
- *On-line supplier selection for drop-shipping*, DSI Annual Meeting 2024, Phoenix, AZ
- *The integrated sourcing and virtual node location problem*, INFORMS Annual Meeting 2024, Seattle, WA
- *Concurrent Sourcing under Stochastic Lead Time Risk*, Production and Operations Management Society Annual Conference 2024, Minneapolis, MN
- *The k traveling repairman problem with stochastic service request times*, INFORMS Annual Meeting 2023, Phoenix, AZ
- *The k traveling repairman problem with stochastic service request times*, Transportation Science and Logistics Society Conference 2023, Chicago, IL
- *Concurrent sourcing with random lead times*, Production and Operations Management Society Annual Conference 2023, Tampa, FL
- *Bounded rationality in capacitated and multi-variate newsvendor decisions*, INFORMS Annual Meeting 2022, Indianapolis, IN
- *Concurrent sourcing behavior under supply uncertainty and demand risk*, Production and Operations Management Society Annual Conference 2022, Virtual
- *Leveraging concurrent sourcing for risk mitigation and pricing*, INFORMS Annual Meeting 2021, Anaheim, CA
- *Concurrent sourcing under supply and demand uncertainty*, INFORMS Annual Meeting 2020, Virtual
- *Winning the DOW Big Data Challenge*, UA Business Analytics Symposium 2016, Tuscaloosa, AL
- *Optimization using SQL, Python, and CPLEX*, INFORMS Student Chapter – 2018, Tuscaloosa, AL.
- *Data Analysis with R*, INFORMS Student Chapter – 2017, Tuscaloosa, AL.

TEACHING EXPERIENCE

- **Assistant Professor** The University of Colorado, Colorado Springs
OPTM 6000: Operations, Competing Through Capabilities 2025-
 - Graduate sections in-person and asynchronous online
- *BUAN 4100: AI Fundamentals & Applications for Business* 2026-
 - Undergraduate section asynchronous online.
- *OPTM 3000: Operations & Supply Chain Management* 2026-
 - Undergraduate section in-person.

- Assistant Professor**

California State University, East Bay

MGMT 350: Decision Science
 - Eight undergraduate sections in hybrid, asynchronous online, and synchronous online formats*MGMT 455: Supply Chain and Logistics Analytics*
 - Undergraduate self study section with two students*BAN 602: Quantitative Fundamentals for Analytics*
 - Graduate section in a hybrid format*BAN 630: Optimization Methods for Analytics*
 - 3 Graduate sections in a hybrid format

2023 - 2024

2024

2024

2024
- Instructor**

The University of Alabama

OM 540: Systems Simulation
 - Graduate section in asynchronous online format*OM 300: Intro to Operations Management*
 - Undergraduate section taught in person

2022

2021
- Teaching Assistant**

The University of Alabama

OM 500/506: MGMT Science & Spreadsheet Modeling
OM 517: Supply Chain Modeling & Analysis
OM 540: Systems Simulation

2017 - 2020
2020
2016-2017

SELECTED EXPERIENCE

- Occam Advisory, LLC**
 - Board member advising on AI/analytics products for health sciences.
- Peters Financial**
 - Lead development of software and optimization methods for a financial planning applications.
- SimpleTire**
 - Developed algorithms and production software to automate sourcing and goods distribution decisions for a large internet retailer.
 - Developed a supervised learning model and pipeline to predict supplier and transportation performance.
 - Formulated and solved a facility location model to mitigate customer expectation deterioration from shipping network disruptions, balancing profit considerations.
 - Formulated and solved a model to determine the location of product return centers, considering future expected return sources, transportation costs, and future expected demand.
- Culverhouse College of Business, The University of Alabama**
 - Developed an integer optimization model and software package to solve the College's course scheduling problem.
- U.S. Department of Education, Federal Student Aid Office (FSA)**
 - Developed a individual loan life simulation model for the entire U.S. student loan portfolio.
 - Oversaw the analysis of data from ED internal sources and external credit sources, to generate a loan portfolio valuation.
- Capital One Financial Corporation, Credit Review – Models**
 - Developed a tool to monitor prediction model health.
- U.S. Department of the Treasury, Office of Financial Research (OFR)**

- Performed end to end validation of models and resulting analyses that are published in OFR's Annual Report. The annual report seeks to identify systematic risk in the U.S. financial system.
- **U.S. Department of Housing and Urban Development (HUD)**
 - Acted as owner of the Home Equity Conversion Mortgages program audit. Identified and presented weaknesses and errors in modeling methodology, internal control processes, and model documentation.
- **Kestra Financial**
 - Developed software to capture and find patterns in employee production data.
- **Cassidey Lumber Company**
 - Lumber manufacturing
- **Epiphany Cafe**
 - Cook
- **Depalma's Italian Cafe**
 - Cook
- **Zoghby's Uniforms**
 - Sales and Inventory Associate

HONORS, AWARDS, SERVICE

OPTM 3000 Course Coordinator	Since 2026
Faculty Assembly Co-Chair	Since 2026
Group Leader, Student Success Analytics Certification Program	2024
Committee on Academic Planning and Review	Since 2024
General Education Overlay Committee	Since 2023
Reviewer, INFORMS Journal on Applied Analytics	Since 2023
CSUEB Preview Day College of Business and Economics Representative	2023
CSUEB General Education and Overlay Committee Member	2023-2024
CSUEB College of Business and Economics Symposium, Session Co-Chair and Planning Board Member	2023
Reviewer, Tutorials in Operations Research	2023
Graduate Council Fellow	2022-2023
Summer Excellence in Research Fellow, highest award	2022
Outstanding Operations Management Ph.D. Student	2021-2022
Outstanding Operations Management Graduate Teaching Assistant	2020-2021
Reviewer, <i>Omega</i>	Since 2021
Ad-hoc Reviewer, <i>Production & Operations Management</i>	Since 2018
College Admissions Made Possible, ACT exam instructor	2018
National Alumni Association Fellow	2017-2018
INFORMS Student Chapter Treasurer	2017-2018
Tuscaloosa Emergency Management Association, Operations Consultant	2017
Haitian Economic Research and Development, Operations Consultant	2016-2017
1 st Place, INFORMS-Dow Inc. Big Data Challenge	2016

TECHNICAL EXPERIENCE

- Programming Languages: C++, Git, Julia, Python, R, SAS, SQL
- Softwares: Arena, CPLEX, Docker, Gurobi, Excel, Linux, PowerPoint, SAS Certified Predictive Modeler (2016), Spark, Tableau, Windows
- Cloud: AWS, Digital Ocean, Linode, Slurm, Snowflake

REFERENCES

- Dr. Sharif Melouk
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- Dr. Nickolas Freeman
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- Dr. Arunachalam Narayanan
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Additional references available upon request.