This minitrack covers issues relating to the places where people and technology meet, that may be examined from an organizational, managerial, psychological, social, political, or cultural perspective. This minitrack seeks innovative research regarding emerging issues facing IS professionals—(i.e., leaders at the IS project level, CIO level, line staff or external professional service providers) such as the impact of cloud computing, social networking technologies, mobile technologies, and BYOD/consumerization, as well as how these affect the management of human computing resources. This minitrack welcomes papers that perform analysis at the industry, workgroup or department, and individual level. Studies developing or extending theory on issues such as the diversity and professional identity of the computing workforce, to the behavioral, technical and managerial implications of mobile computing are examples of the type of papers seen in this minitrack. This minitrack also welcomes papers which offer insights into the training and professional development of current and future generations of IS professionals. This minitrack will welcome all methodologies and research paradigms as well as best practices/lessons learned that focus on the intersection of people and technology.

The need for this mini-track is broad, ranging from deep philosophical questions regarding diversity and equity to practical issues of training and educating computer savvy professionals. Examples of topic areas that this mini-track would embrace are listed below.

**Possible Topics:**
The following include suggestions for applicable topics (but not limited to) for this mini-track:
* IT mobile workers
* HRIS / HRMS
* IT team diversity and performance
* IT professional soft skills
* Mentoring in the IT work environment
* Gender research and IT professionals
  * Managerial influence of social networking on IT professionals
* IT professional career paths
  * Career Development Practices for Computing Professionals
  * Attracting Students to the Computing Professions
* Diversity in the Computing Pipeline
  * Retention of IT professionals
  * Needs, Interests and Abilities of Computing Professionals
  * User-relations
  * Individual Fit / Alignment with the Work Environment
  * Global Talent Management (e.g., Immigration vs Migration)
  * Behavioral Aspects of HCI
  * Communication / Interaction (individuals, groups, networks, organizations)
  * Work-life Balance (Imbalance) in IT
  * Training and certifications
*Legal and Ethical Issues facing IT personnel*

As an organization can be conceptualized as ‘a system of people,’ a mini-track focused on computing personnel within the context of the work environment fits well with the scope of the Organizational Systems and Technology (OST) track. This minitrack will be a home for HICSS papers that focus on computing-related personnel and a variety of perspectives will be welcomed from all paradigms and methodological viewpoints. We see both a need for this area of study at HICSS and a lack of potential mini-track outlets. After reviewing the minitracks included in the HICSS-47 proceedings we have confirmed minimal overlap between our proposed minitrack and existing others.

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**Co-Chairs bio sketch:**  
**Cynthia K. Riemenschneider** is Associate Dean for Research and Faculty Development and professor of Management Information Systems at Baylor University. Her publications have appeared in Information Systems Research, Journal of Management Information Systems, European Journal of Information Systems, IEEE Transactions on Software Engineering, and others. She currently conducts research on IT work force issues and ethics.

**Deborah J. Armstrong** is an associate professor of Management Information Systems in the College of Business at Florida State University. Her research interests cover issues at the intersection of IS personnel and cognition involving the human aspects of technology, change, and learning. Her research has appeared in MISQ, JMIS, CACM, and EJIS among others.