



# Association for IS Women's Network

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The **AIS Women's Network** is a college of the Association for Information Systems (AIS). The purpose of the College is to promote a network for supporting women scholars in information systems and to enable mentorship relationships that are crucial to speed the success of women in the information systems field.

## In this edition

**AISWN at AMCIS 2018**  
**Ways Academicians can Support**  
**Women in the Academy**  
**Job Alert**  
**Diversity and Inclusion Report**  
**DESRIST 2019 CFP**

**Remembering Eleanor W. Jordan**  
**News Bytes**  
**AISWN Mentoring Update**  
**Upcoming Events**  
**Co-Chair Candidate Bios**  
**AISWN Executive Board**

## From the Desk of the Co-Chairs

We have a packed newsletter this issue! Thank you to everyone who contributed. We are nearing the end of 2018 and have had so much exciting collaboration among our members. In addition, we had a great turnout at our annual Women's Networking event at AMCIS in New Orleans and we are expecting another great turnout at our Women's Networking lunch at ICIS in San Francisco.

Please take a few minutes to learn more about what is happening both inside and outside the AIS Women's Network.



Dawn Owens, Ph.D.  
The University of  
Texas at Dallas



Gondy Leroy, Ph.D.  
University of  
Arizona

## Connect with us!





# Association for IS Women's Network

## AISWN Reception at AMCIS 2018

August 12, 2018 | New Orleans, Louisiana

We had a wonderful time at the AIS Women's network reception at AMCIS with close to 90 participants and lots of good discussion. Here are a few pictures from the event. We invited potential male advocates to come and mingle. The event was sponsored by Prospect Press, the Association for IS and your contributions. More pictures are available here:

<https://www.facebook.com/groups/101507443234504/>





# Association for IS Women's Network



## Ways Academicians can Support Women in the Academy

*By Cindy Riemenschneider  
Associate Dean for Research and Faculty Development  
Professor of Information Systems  
Baylor University*

Based on the international salary survey conducted by the AACSB in 2015-16, just 20.4% of all full professors and 32.7% of all associate professors were women.<sup>1</sup> *Moving the Needle*, an executive group designed by the American Council on Education to advance women in higher education leadership, has proposed the following goals: <sup>2</sup>

1. Generate a national sense of urgency elevating the need for advancing women in higher education leadership positions.
2. Encourage governing boards and other higher education institutional decision- & policy-making bodies to consider practices for recruiting and hiring women to chief executive offices.
3. Achieve women's advancement to mid-level and senior-level positions in higher education administration by building capacities in women and in institutions.
4. Suggest practices and models that recognize success in advancing women in higher education.

To further assist these initiatives, I would like to share actions that our university has taken to support women in the academy. Fortunately, we have a female President at Baylor University who is supportive and encouraging of women in academe.

First, the office of the President hosted a panel discussion of four female faculty members' journey to achieve the Full Professor rank. The panelists were from MIS, Biology, English, and Theatre Arts. Each woman had a different and unique story, including the time it took to achieve this rank, as well as the different challenges and facilitators she encountered along the way. One woman shared that she had four children during the time she was working for promotion, while another woman's children were grown by the time she reached this level in her academic career. The audience consisted of both men and women at a variety of academic ranks. One significant take away from this panel was that there is no "perfectly planned progression" for how it should be done; however, we should strongly encourage junior and midcareer faculty along the way.

Second, our university provides support for several women's research writing groups. These writing groups take a four hour block of time each week to write and work on research. There is accountability to one another in the group, a contract agreement is signed by each participant, and this time is protected. In the school of business, we host two such writing groups and provide a work space where there are no distractions from students or other faculty. -- *continued on the next page*

1 Brown, Jessica, March 22, 2016. "Women as Full-Time Business School Faculty – Does World Region Make a Difference?" AACSB Data and Research Blog

2 <https://www.acenet.edu/leadership/programs/Pages/Moving-the-Needle.aspx>



# Association for IS Women's Network

## **Continued - Ways Academicians can Support Women in the Academy**

Third, an opportunity was organized by the graduate school for groups of female faculty to mentor multiple doctoral and masters female students. Because the groups were not discipline specific, the mix of faculty and students from a variety of disciplines enriched the conversations and provided the opportunity to share from multiple perspectives across a university. These groups met over a fall and spring semester. My husband and I hosted my group of graduate students for dinner in our home, and we knew it was a success when the young ladies stayed late into the night enjoying the conversation and card games!

These are just a few suggestions for actions that have been successfully implemented at Baylor University. Be bold and do not hesitate to ask one of your administrators to implement a similar initiative at your university showing support for women in the academy!

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### **Job Alert | Assistant/Associate Professor - Chapman University Argyros School of Business and Economics, Orange County, CA**

The George L. Argyros School of Business and Economics at Chapman University invites applications for a tenure track Assistant / Associate Professor of Management Science beginning August 2019.

Applicants with research interests in Information Systems and related fields are encouraged to apply.

Teaching needs are in data analytics, thus applicants with an interest/expertise in machine learning, data science, social network analytics, business analytics, and or predictive analytics are preferred.

Duties include establishing or continuing a research program in the candidate's field, teaching, and mentoring students. Tenure track faculty are expected to develop and maintain an active research agenda for future tenure consideration and are evaluated on their research/scholarly activity, teaching and service.

The position offers a competitive salary, a 2-1 teaching load for Assistant Professors on tenure track, a summer research stipend, and a discretionary research budget.

Click [here](#) to apply.

Click [here](#) to read more about the position.

Tenure-track applicants must have a doctoral degree by August 1, 2019 and demonstrate the potential for publishing high-quality academic research aimed at business journals and excellent teaching. . The final deadline for submitting applications is January 1, 2019.

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*For more details contact  
[jenbrady@chapman.edu](mailto:jenbrady@chapman.edu)*





# Association for IS Women's Network

## From Jaime Winderler, Chair, Task Force on Social Inclusion

*On behalf of Stacie Petter, Thomas Chapman, Kathy Chudoba, Emma Coleman, and Grace Fox*



We recently asked the Women's Network to help us out by responding to our social inclusion survey. Out of all AIS communities represented in our sample, the Women's Network was the community with the largest number of respondents. Thank you AISWN for being a leader in this effort and model of social inclusion in our field! We released a report detailing the findings and recommendations from our task force on social inclusion. We hope you'll check it out at <https://aisnet.org/page/diversityinclusion>.

Because AISWN had such a great participation rate, our task force were able to provide a custom report that outlines how women AIS members feel about

social inclusion. We hope it will serve as a basis for further discussion about the inclusion practices that AISWN already has underway (such as member nominations for awards, the task force on women in the AIS, etc.), in addition to identifying other efforts we can continue to advance. On that note I want to propose that we all consider and discuss the following questions which will be added to the 2019 AIS Annual Community report:

- (1) what does diversity and inclusion mean to AISWN?
- (2) how can AISWN become a more inclusive community?

If you're able to attend ICIS, we'd love to chat about these topics with you!

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## CFP | 14th International Conference on Design Science Research in Information Systems and Technology



*Initial submissions due:*

**February 1, 2019**

Click [here](#) for submission details

*3 Women Co-chairs!*

*Bengisu Tulu, Soussan Djamassbi, and Gondy Leroy*



# Association for IS Women's Network



## In memory of Eleanor W. Jordan July 7, 1945 – October 28, 2018

For the full obituary click [here](#).

Eleanor Worley Jordan rolled with the punches from lung cancer, brain lesions, and cancer treatment for 5 years in amazing good spirits—an example to friends and family of how a good attitude can sustain happiness. Her husband Mel was an excellent caregiver. She had to mature further to accept her dependency on him for driving, making long trips, bicycling on Lady Bird Lake, help with meals, and vacations with their sons and granddaughters.

Eleanor began her computer career while working on an undergraduate math degree at The University of Texas. She completed her degree in 3 ½ long terms and moved with her husband and young son Newt to Fullerton, California where she wrote submarine and aircraft carrier software for North American Aviation. She met Mel Jordan on a business trip and returned to Austin to marry him. Her first job back in Austin was developing business software for the Texas Department of Transportation. She applied for a system analysis position with the Texas Education Agency, but the recruiter said he couldn't hire such a young woman to supervise males even though she had the skills he needed. That was 1975.

Eleanor decided a PhD in Statistics would be a way to enrich her career—combining her research interests with her computer experience. As a University of Texas graduate student, she was hired to teach programming and statistics classes. To her surprise she was offered a full time faculty position the year she completed her coursework and dissertation. Her work included leadership in the creation of the Management Information Systems (MIS) in 1980, a program that soon earned high national rankings which continue. She was a creative and enthusiastic teacher from graduate days until she decided to retire in 2002 from her full time teaching and management position. After a four year break from full time academic work, she joyously returned to teaching her favorite systems development class, totaling 34 years while revising her 3rd textbook to be an e-book, updated and free for her classes.

As a UT professor, she focused her attention on improving education in information systems, not just at UT but as a member of national committees, including the ACM Education Board during one of the major revisions of the ACM model curriculum. She also contributed to the initial DPMA model curriculum. In addition to her research journal publications, she was an invited contributor to both The Encyclopedia of Computers and the Encyclopedia of Statistical Sciences. She co-authored a statistics text and two MIS textbooks, including, Systems Development: A Project Management Approach.



# Association for IS Women's Network

## News Bytes

**Kathy Chudoba** was elected as Program-Chair-Elect for the Academy of Management's Organizational Communication and Information Systems (OCIS) Division. This is the first of a five-year rotation among OCIS leadership positions.

**Alexandra Durcikova** was tenured and promoted to Associate Professor rank, MIS Division, Price College of Business, University of Oklahoma.

**Babita Gupta** was appointed as the Location Analytics Chair, Teradata University Network (TUN) Board. She was also elected to the Special Interest Group on Decision Support and Analytics (SIGDSA) Board, 2018-2021.

**Shuyuan Mary Ho** earned tenure and was promoted to associate professor rank at Florida State University School of Information. She also received a grant from Florida Center for Cybersecurity to study cloud forensics, IoT forensics, and disinformation.

**Han-fen Hu Ho** earned tenure and was promoted at the Lee Business School, University of Nevada, Las Vegas. She also received a Faculty Opportunity Award (a research-based, peer-reviewed award) at UNLV.

**Shaila Miranda** takes on the responsibility as Senior Editor at MIS Quarterly, MIS Division, Price College of Business, University of Oklahoma. She also published a new textbook: "SOCIAL ANALYTICS: Network and Text Methods with NodeXL and R." This book covers both social network analysis and text analysis and mining. It engages students with hands-on exercises using NodeXL, LIWC, and Weka, progressing to implementing R using RStudio. For more information and to order an e-book review copy, visit [www.ProspectPressVT.com](http://www.ProspectPressVT.com).

**Radhika Santhanam** takes on responsibility as Senior Editor of the Journal of AIS, MIS Division, Price College of Business, University of Oklahoma,

**Monica Tremblay**, Associate Professor at William and Mary, and President SigHealth, gave the keynote talk on the Healthcare Day at the Price College of Business, which was attended by college faculty and many healthcare industry executives.

**Amy Connolly** received the Distinguished Paper Award at EDSIGCON 2018 for her paper "Cooperative Learning Activities for Introduction to MIS", coauthored with Daniel Rush at Boise State. Link here: <http://proc.iscap.info/2018/best.html>



# Association for IS Women's Network

## AISWN Mentoring

Last year we began a mentoring program within the AIS WN College. Part of the AISWN mission is to facilitate mentorship relationships that support the activities of women scholars in information systems and this program aligns with that goal. Last year we paired 8 mentees with 8 mentors. This Fall we sent out another call for mentors and mentees and again paired 8 mentees with 5 mentors. We are introducing a mentoring award that will be presented annually to a mentor who has demonstrated excellence in their mentoring role. A committee was formed to identify the award criteria and also to evaluate the nominations. The committee members include: *Jacqueline Corbett, Amany Elbanna, Dawn Owens, and Cindy Reimenschneider.*

### Nomination Process

Complete the online nomination form. <https://goo.gl/forms/i6EcEDA26zsoPjTu1>

Nomination forms are due by **December 2<sup>nd</sup> at 11:59 pm CST**. The award winner will be announced at ICIS 2018.

### Evaluation Process

All nominations will be reviewed by the AISWN mentoring award committee.

### Eligibility Criteria

- Both the mentor and the mentee are members of the AIS AISWN.
- The mentor and mentee must be in the mentoring relationship for a minimum of 6 months.
- The mentor must be someone outside of the mentee's dissertation committee.
- The mentor must be nominated by the mentee.
- The mentoring relationship does not have to be part of the AISWN sponsored mentoring program, it can be a relationship that was established through the AISWN, or individual's own personal network.

### Evaluation Criteria

Below are some recommended responsibilities of mentors. This criteria will be used to judge the mentor nominations.

#### *Mentor Responsibilities:*

- Meet with your mentee and/or engage in mentoring activities in-person or virtual
- Willingly share your experience and professional success in the organization
- Stay accessible, committed, and engaged during the length of the mentorship relationship
- Listen well, provide open and candid feedback
- Offer encouragement through genuine positive reinforcement
- Be a positive role model
- Share "lessons learned" from your own experiences
- Be a resource and a sounding board
- Keep your conversations confidential





# Association for IS Women's Network

## Upcoming Events



**DEC  
14**

Join us at ICIS for a networking lunch while we host our Annual General Meeting (AGM). We will be voting on our next co-chair and will announce the opening of a few other positions.



**JAN  
09**

Cindy Riemenschneider, Gondy Leroy and Nanette Levinson are organizing a Women's Network Event at HICSS 2019. The event will be held on Wednesday January 9, 4-5.30 pm.

<http://hicss.hawaii.edu/program-hicss51/women-networking/>

**ECIS 2019  
Sweden**

We are still planning our events for ECIS and AMCIS, please let us know if you are interested in coordinating.

## Co-chair Candidates



**Jacqueline Corbett**, Associate Professor of Management Information Systems in the Faculty of Business Administration at Université Laval in Quebec City, Canada.



**Sue Feldman**, RN, MEd, PhD, currently serves as Director of Graduate Programs in Health Informatics in the School of Health Professions at the University of Alabama at Birmingham.



**Isabel Ramos**, Associate Professor (PhD, Habilitation) at the Department of Information Systems of the University of Minho (UMinho).



# Association for IS Women's Network

## Candidate Bios and Statements

### **Jacqueline Corbett - Bio**

Associate Professor of Management Information Systems in the Faculty of Business Administration at Université Laval in Quebec City, Canada. She holds a Ph.D. (MIS), an M.B.A (Finance) and a B.A. (Honours, Business Administration). Prior to obtaining her Ph.D., Jacqueline worked for 15-years in the FinTech sector. Jacqueline's current research interests concern the design and use of information systems (IS) to support sustainability. Jacqueline has published research in top IS and management journals, such as Information Systems Journal, JAIS, Journal of Business Ethics, and Strategic Entrepreneurship Journal, and has presented at international IS conferences, including ICIS, HICSS, AMCIS, and ECIS. Jacqueline has been a member of the AIS Women's Network since 2010. Jacqueline appreciates the difficulties of balancing home and work tasks and has navigated many common challenges for women, having been a single parent to two young children during her professional career and doctoral studies. Jacqueline has benefited from the strong support and mentoring from senior women in the IS discipline and tries to continue in this tradition through her supervision of female students in both master's and doctoral programs. Jacqueline is fluent in both English and French.

### **Potential directions for AWN**

A lot has changed in the AIS Women's Network since I attended my first women's networking breakfast eight years ago. The AWN is firmly established within the AIS thanks to the vision and hard work of the founding members and the women who have taken up the leadership challenge! As co-chair, I would continue to advance the initiatives already underway by AWN to increase opportunities for networking and mentoring, the participation of women in AIS leadership positions, and the recognition of women's successes in our field. In addition, I have a particular interest in helping to build successful research collaborations among women. As many of us know and have experienced, finding and developing research collaborations that are mutually satisfying and productive can be difficult. The AWN has taken some steps to help women build collaborations by having thematic discussion tables at our meetings. I would like to go further, creating a platform that allows women to seek out other members with interests or expertise in particular areas. Through such a platform (we are in IS, aren't we?), women could offer to provide 'friendly reviews' on a paper pre-submission for a colleague, invite collaborations on research projects, or seek out women to serve as external examiners on doctoral committees. Focusing on specific activities and opportunities would allow us to move from "let's talk" to "let's do". A second opportunity would be to develop stronger international connections between our members, as this is a key priority for many of our universities today. With a critical mass in place, we could 'twin' universities in different cities or regions in order to encourage more collaboration and exchange. Third, I would like to see AWN become more involved with women in IS practice. The number of women CIOs is still small, but increasingly women are taking on senior IS roles in organizations. It would be interesting to invite these women to AWN meetings (for example, a Women's CIO Forum) to celebrate their successes, learn from their experiences, and develop potential research opportunities based on their challenges. In cooperation with women IS professionals, we could establish outreach programs to get more young women interested in our field and create favourable conditions for retaining them in rewarding IS careers, whether as professionals or researchers, over the long-term.



# Association for IS Women's Network

## Candidate Bios and Statements

### **Sue Feldman - Bio**

RN, MEd, PhD, currently serves as Director of Graduate Programs in Health Informatics in the School of Health Professions at the University of Alabama at Birmingham. Dr. Feldman has dual Associate Professor appointments in the School of Health Professions and in the School of Medicine as an Associate Scientist in the Informatics Institute. Her research focuses on health information systems. Dr. Feldman also serves on the Health Informatics Accreditation Council for the Commission on Accreditation for Health Informatics and Information Management (CAHIIM), chairs Graduate Health Informatics accreditation site visit teams, and has studied and developed graduate level health informatics curriculum. As a Registered Nurse (RN) for over 30 years, she brings a unique clinical and informatics blend to everything she does, grounding policy and theory with practice. Dr. Feldman has published in a variety of top-tier peer-reviewed journals and conference proceedings, and served as program chair for several national forums. Dr. Feldman has a Masters degree in Education and a PhD in Education and also in Information Systems and Technology from Claremont Graduate University.

### **AIS Women's Network Statement**

As co-chair of the AIS Women's Network, I would support the current mission of AISWN and support the current governance structure and bylaws. Currently, I do not see vision or value statements. I would like to work with the group to create vision and value statements and values and build upon them to expand our breadth and depth of initiatives. I would also like to build on the leadership event at the last AMCIS networking reception; there is something very special about women helping women. With most universities focusing on diversity, equity, and inclusion, I would like to broaden how AISWN contributes to and support this in the academic culture.

### **Isabel Ramos - Bio**

Associate Professor (PhD, Habilitation) at the Department of Information Systems of the University of Minho (UMinho). The research interests include the adoption of information systems for knowledge management and open innovation. Isabel Ramos is President of the Portuguese Chapter of the Association for Information Systems and elected Chair of the Technical Committee 8 (Information Systems) of IFIP – International Federation for Information Systems. She was awarded the IFIP Outstanding Service Award and IFIP Silver Core Award. She is the coordinator at UMinho of the Horizon 2020 project - EQUAL-IST - Gender Equality in Information Science and Technology.

### **AIS Women's Network Statement**

I see the Women's Network creating opportunities for sharing knowledge about the diversity of academic settings and research challenges where female researchers develop their careers. This knowledge may be the basis for the development of mentoring strategies adapted to different academic and research cultures. Discussing gender equality issues, equality plans at universities, and the different challenges of implementing these plans can also provide opportunities to diversify activities and resources available. In this way the WN will become truly global and a welcoming platform.



# Association for IS Women's Network

## AISWN Chairs Current Co-Chairs



Gondy Leroy  
Co-Chair  
University of  
Arizona



Dawn Owens  
Co-Chair  
The University of  
Texas at Dallas

## Former Co-Chairs



Eleanor Loiacono  
Founding Co-Chair  
Worcester  
Polytechnic  
Institute



Cathy Urquhart  
Founding Co-Chair  
Manchester  
Metropolitan  
University



Deb Armstrong  
Former Co-Chair  
The University of  
Texas at Austin



Annemieke Craig  
Former Co-Chair  
The University of  
Texas at Austin

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