I requested summer support to cover the revision and submission of three manuscripts in the publication process at premier MIS outlets.

**Project 1**

**Title:** Beyond Information Privacy: The Role of Territory in Privacy Management Behavior in Individual-Oriented Virtual Communities

**Keywords:** Virtual Community, Privacy Management, Online Privacy

**Summary/Abstract**

The first paper[^1] is a joint project with a former PhD student (Shuai-fu Lin) and uses communication privacy management theory (Petronio 2002)[^2] to explore several aspects of an individual-oriented virtual community (a virtual community focused around sharing personal and/or private information such as social networking sites) that may influence an individual’s evaluation of privacy risks, which may in turn influence individual privacy management behavior. To date, online privacy research on individual-oriented virtual communities has almost exclusively focused on the self-disclosure of private information. But information is just part of the privacy story. This research explores aspects of an individual-oriented virtual community that influences individual privacy management behaviors, and introduces a new type of online privacy risk beliefs – *territory* privacy risk beliefs.

Evidence from a study of 271 individual-oriented virtual community members indicates that perceptions of boundary turbulence (i.e., perception that someone in my online social network violated my privacy) affects information privacy risk beliefs and territory privacy risk beliefs differently. These two types of online privacy risk beliefs influence private disclosure and territory coordination privacy management behaviors. This study demonstrates that a more complete conceptualization of privacy in virtual communities should consider information privacy and territory privacy; and that private disclosure and territory coordination are complementary privacy management behaviors. From a practical standpoint, this study provides guidance to individual-oriented virtual community platform organizations on how to reduce individuals’ privacy risk beliefs, encourage users to share private information, and potentially build communities.

**Project Status**

The paper was submitted to *MIS Quarterly* in 2014, and was invited for a revision. The review team asked for additional data collection which we undertook in late 2014/early 2015. The revision was submitted, but the manuscript was rejected in Spring 2015. We revised the manuscript based on the feedback and submitted it to the *Journal of Management Information Systems*. The paper has been invited for a revision which will be submitted by February 1, 2016.

[^1]: Lin, S.F. and Armstrong, D.J. “Beyond Information Privacy: The Role of Territory in Privacy Management Behavior in Individual-Oriented Virtual Communities,” crafting invited revision for the *Journal of Management Information Systems*.

Project 2

Title: Exhaustion from Information Systems Career Experience: Implications for Turn-Away Intention

Keywords: Information Systems, IS Personnel, Workforce, Burnout, Exhaustion, Affective Commitment, Turn-Away Intention, Occupational Turnover

Summary/Abstract

Recent reports tell us that in the United States, consistent with other STEM disciplines, the supply of information systems (IS) professionals is being outstripped by the demand (e.g., Canales 2014)\(^3\), highlighting retention, once again, as an important strategic issue for organizations. With organizations challenged in their efforts to hire additional staff, IS professionals are being asked to do even more, often leading to burnout, turnover, and turn-away (i.e., leave the occupation) intentions. The second paper\(^4\) builds on Ahuja et al.’s (2007)\(^5\) work on turnover intentions and uses the job demands–resources model of burnout (Demerouti et al. 2001)\(^6\) as an organizing framework to explore the antecedents to exhaustion from IS career experience (EISCE).

The results suggest that different mechanisms may be at play when testing exhaustion across IS career experience. Findings indicate that IS professionals’ perceived workload (demand) was associated with higher levels of EISCE, whereas fairness and perceived control of career (resources) were associated with lower levels of EISCE. The influence of EISCE on affective commitment to the IS profession (ACISP) was found to be negative and, ultimately, ACISP fully mediated the effect of EISCE on the intention to turn away from an IS career. The findings suggest the importance of studying IS professionals’ perceptions regarding the demands and resources associated with working in the IS field. When entities such as universities, professional associations, and even organizations communicate with potential IS professionals, the message should be clear as to what the IS profession promises in terms of resources (e.g., fairness) and what is expected in terms of demands (e.g., work load). One thing is clear - the study of IS workforce issues at the career level is paramount; while turnover is costly to organizations, turn-away is even more detrimental to the field.

Project Status

This paper had been under review at *MIS Quarterly* since 2012, and was [finally] accepted this year, after 5 rounds.

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Project 3

Title: The Barriers Facing Women in the Information Technology Profession: An Exploratory Investigation of Ahuja's Model

Keywords: Advancement; Turnover; Gender; IT Workforce; IT Profession

Summary/Abstract
The third paper was selected as the best paper for the SIGMIS-CPR Conference 2014 and is an invited paper at The Database for Advances in Information Systems. In 2002, Manju Ahuja conducted an extensive literature review and proposed a model of the challenges and barriers facing women in the information technology (IT) profession. Her goal was to develop a model of the factors influencing career advancement and persistence that might be used to stop the exodus of women from IT. While Ahuja’s model has been consistently cited in the IT workforce literature (citation count as of 06/01/2015 ~ 295 utilizing Google Scholar), women are still underrepresented in the IT profession. “Consider Microsoft: In October [2014], the company reported that women comprise 29.1 percent of its workforce, but only 16.6 percent work in technical positions and just 23 percent hold leadership roles. Twitter said women fill 10 percent of its technical jobs, with 21 percent in leadership. And women Googlers account for 17 percent of the search giant’s tech jobs, while only 21 percent manage others.”

Using Ahuja’s model as the impetus, the current investigation used an interpretive perspective and qualitative data collection and analysis to study women working in the IT department at a Fortune 500 company and explored what unique workplace challenges and barriers they faced. Findings indicate that for women, social factors (e.g., societal expectations) have more influence on persistence in an IT career, and structural factors (e.g., occupational culture) have more influence on advancement in an IT career. The insights were used to update Ahuja’s (2002) model of the challenges and barriers facing women, and potentially re-energize the dialogue regarding diversity and the retention of women in the IT field.

Project Status
The paper was submitted to The Database for Advances in Information Systems in June, 2015, and was invited for a revision in October. We have brought a PhD student from Baylor University onto the project, as her interests align with the topic. We are completing the requested revisions and anticipate resubmitting the manuscript by March 1, 2016.

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