May 31–June 2, 2012
Milwaukee, Wisconsin, USA

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SIGMIS-CPR'12

Proceedings of the 2012

Computers and People Research Conference

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2 Penn Plaza, Suite 701
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ISBN: 978-1-4503-1110-6

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Printed in the USA

Foreword

It is our great pleasure to welcome you to the 50th Annual Computers and People Research Conference - *ACM SIGMIS CPR 2012*. For the past 50 years, ACM SIGMIS CPR has engaged the academic and practitioner communities in understanding issues pertaining to supply of information technology (IT) professionals, demand for their skills and talents, and their readiness for the workplace.

Many issues have evolved and matured with changes in technology, organizational valuation of IT, globalization, and economic downturns and upswings. During the past 50 years of CPR, several generations of IT professionals have undergone this cycle of preparation, recruitment, and retention. As baby boomers retire, a new generation of IT professionals presents yet another set of opportunities and challenges for continued research. These transitions beg the questions: what have we learned in the past 50 years and what do we envision as emerging issues for the next 50?

On this 50th anniversary, the SIGMIS CPR proceedings reflect upon these contributions to theory and research and identify new and emergent issues. The papers, panels, and posters within the proceedings address themes such as diversity and cultural issues in the attraction and retention of IT professionals, occupational commitment, curriculum issues and trends, and traditional CPR topics such as IT career development practices and the skills and abilities essential for the next decade. We hope these proceedings serve as a valuable reference for computer and people researchers and practitioners in the coming years.

Putting together *ACM SIGMIS CPR 2012* was made possible by the work of many dedicated individuals. We first thank the authors for providing the content of the program, which continues to showcase exemplar work in the field. We are grateful to the program committee who worked diligently in reviewing papers and providing constructive feedback for authors. In addition, we would like to thank Andreas Eckhardt and Mike Gallivan for organizing this year's doctoral consortium, which provides a glimpse of the exciting globally diverse research on the horizon. We also thank Indira Guzman de Galvez for her role as Treasurer, and Nita Brooks for publicity. Special thanks go to Lisa Tolles and her team from Sheridan Proceedings Service for their work in processing the proceedings in a timely manner. We would also like to thank the Milwaukee Visitors Bureau and DCD for the photograph included on the front cover of the proceedings. We are also grateful to the Society of Information Management (SIM), Wisconsin, whose partnership has been critical for launching a synergistic engagement with the practitioner community. Finally, we thank our sponsor, ACM SIGMIS, the leadership of Janice Sipior, and our generous supporters.

We hope that you will find this program interesting and thought-provoking and that the conference will provide you with a valuable opportunity to share ideas with other researchers and practitioners from institutions around the world.

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