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Holder of Helen Ligon Professorship in Information Systems
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CURRICULUM VITAE

EDUCATION

Ph. D., May 1997	University of Texas at Arlington (Management Information Systems) Dissertation Title: "Understanding IT Adoption/Acquisition in Small Businesses: A Comparison of Three Models"
M.B.A., December, 1984	Baylor University
B.B.A., May, 1983	Baylor University (Management/Marketing)

AWARDS

Recipient of the **AIS (Association for Information Systems) Women's Network Mentoring Award**, (December 2019).

Recipient of the **Distinctive Scholarship Award**, Baylor University, (April 2019).

Recipient of the **Distinguished Professor Award**, Hankamer School of Business, (April 2018).

Recipient of the **Brent Clum Outstanding Research Award**, Hankamer School of Business, (April 2018).

Recipient of the **Robert and Robin Nitsche Outstanding Research Award**, Hankamer School of Business, (April 2015).

Received the 2014 **Magid Igbaria Outstanding Paper Award**

Deb J. Armstrong and Cynthia K. Riemenschneider. "The Barriers Facing Women in the Information Technology Profession: An Exploratory Investigation of Ahuja's Model". *SIGMIS Computers and People Research Conference*, Singapore (May 2014).

Recipient of the **Robert and Robin Nitsche Outstanding Scholar Award**, Hankamer School of Business, (December 2011).

Recipient of the **Best Paper Runner Up Award** for the following:

Deborah J. Armstrong, Cynthia K. Riemenschneider, Margaret Reid and Gomillion, D. "A Study of the Uniqueness Dimension of the Professional Identity of IS Managers: The Role of Gender," AMCIS, Detroit, Michigan. (August 2011).

Received the **Magid Igbaria Outstanding Paper Award**

Margaret Reid, Cynthia K. Riemenschneider, Myria Allen, and Deb J. Armstrong. "Affective Commitment in the Public Sector: The Case of IT Employees". *SIGMIS Computer Personnel Research Conference*, Pomona, CA (April 2006).

Recipient of the 2001 High Performance Team Award, Sam M. Walton College of Business, University of Arkansas.

Recipient of the 1996, 1995, and 1994 Academic Excellence Award, College of Business Administration, Department of Information Systems and Management Sciences, University of Texas at Arlington.

ACADEMIC EXPERIENCE

Full time positions at Baylor University

Holder of Helen Ligon Professorship in Information Systems – September 2015 – present

Professor of Information Systems – August 2013 – present

Associate Dean for Research and Faculty Development – January 2013 – May 2019

Associate Professor with tenure – August 2010 – July 2013

Associate Professor – August 2009 – July 2010

Visiting Associate Professor – August 2008 – July 2009

Full time positions at University of Arkansas

Associate Professor with tenure – August 2002 – July 2008

Assistant Professor – June 1997 – July 2002

Full time position at San Jose State University

Visiting Assistant Professor – August 1996 – May 1997

PUBLICATIONS

58. Zaza, S., Armstrong, D. J., and Riemenschneider, C. "Psychological Contract Breach and Violation of IT Professionals: The Role of Burnout," Forthcoming at *Communications of the AIS*.

57. Zaza, S., Riemenschneider, C., and Armstrong, D. J. (2021) "The Impact of Job Demands and Resources on Information Technology Job and Career Mobility: The Role of Burnout," *Information Technology & People*, <https://doi.org/10.1108/ITP-01-2021-0093>.

56. Riemenschneider, C. and Armstrong, D. "Gender and IT – Publishing, Leadership, and Service: Challenges Faced and Lessons Learned", (2022) forthcoming Edward Elgar Publishing, International Handbooks on Gender Series, *Handbook of Gender and Technology: Environment, Identity, Individual*, Eileen Trauth & Jeria Quesenberry (Eds.)

55. Riemenschneider, C., Armstrong, D. J., (2021) "The Development of the Perceived Distinctiveness Antecedent of Information Systems Professional Identity," *MIS Quarterly*, 45(3), 1149-1186.

54. Giddens, L. and Riemenschneider, C., (2020) "The Role of Emotional Dissonance on IT Employees," *AIS Transactions on Replication Research*, 6(8), 1-17.

53. Robinson, J., P. Rutner, K. Manrodt, and C. Riemenschneider. (2020). "Stress and Turnover Intentions: The Impact of Boundary-Spanning Interaction Activities," *International Journal of Value Chain Management*. 11(2), 159-179.
52. Chipidza, W., Green, G. C., Riemenschneider, C. (2019). Choosing Technology Majors: What You Don't Know Can Influence You. *Journal of Computer Information Systems*, 59(1), 1-14.
51. Chipidza, W., Green, G. C., Riemenschneider, C. (2019). Why do Students not Major in MIS? An Application of the Theory of Planned Behavior. *Journal of Information Systems Education*, 30(2), 111-126.
50. Riemenschneider, C., Armstrong, D. J., Burche, M. (August 2019) "He Said, She Said: Mental Model Accuracy, Communication Theory of Identity and The Challenges Men Face in the IS Workplace," *The DATA BASE for Advances in Information Systems*, Vol 50., No. 3, pp. 85-115.
49. Brooks, N. Riemenschneider, C., Armstrong, D. (April 2019) "The Information Technology Professional: A Two-Wave Study of Factors Impacting Commitment and Satisfaction," *Communications of the Association for Information Systems*, Vol. 44, Paper 29, pp. 600-629.
48. Moquin, R., Riemenschneider, C., Wakefield, R. (2019) "Psychological Contract in Information Systems," *Journal of Information Systems Management*, Vol.36, Issue 2, p111-125.
47. Armstrong, D. J., Riemenschneider, C., Burche, M., Armstrong, K. (September, 2018) "Mitigating Turnover Intentions: Are all IT Workers Warriors?" *AIS Transactions on Replication Research*, Vol. 4 Paper 10, p1-20.
46. Armstrong, D., Riemenschneider C., Giddens, L. (2018) "The Barriers Facing Women in the Information Technology Profession: An Exploratory Investigation of Ahuja's Model," *Information Systems Journal*, Vol. 28 Issue 6, p1082-1124.
45. Liu, Jack, Armstrong, Deborah J. and Riemenschneider, Cindy K. (2018) "Perceptions of the Relationship between Information Technology Assets, Organizational Capabilities and Absorptive Capacity in U.S. State Information Systems Departments," *Communications of the Association for Information Systems*, Vol. 42, Article 6.
44. Leonard, L., Riemenschneider, C., Manley, T., (2017) "Ethical Behavioral Intention in an Academic Setting: Models and Predictors," *Journal of Academic Ethics*, Vol. 15, pp. 141-166.
43. Wallace Chipidza, Gina Green & Cindy Riemenschneider (2016) "Choosing Technology Majors: What You Don't Know Can Influence You," *Journal of Computer Information Systems*, DOI: [10.1080/08874417.2016.1230726](https://doi.org/10.1080/08874417.2016.1230726)
42. Tripp, John F.; Riemenschneider, Cindy; and Thatcher, Jason B. (2016) "Job Satisfaction in Agile Development Teams: Agile Development as Work Redesign," *Journal of the Association for Information Systems*: Vol. 17: Iss. 4, Article 1.
41. Riemenschneider, C., Manley, T., Leonard, L. (Summer 2016) "Using Giving Voice to Values to Improve Student Academic Integrity in Information Technology Contexts," *Journal of Information Systems Education*, Vol. 27, Iss 3, pp. 183-195.

40. Chipidza, Wallace, Green, Gina, Riemenschneider, Cindy K. (July 2016) "Salient Beliefs in Majoring in Management Information Systems: An Elicitation Study," *Information Systems Education Journal*, Volume 14, No. 4, pp. 69-80.
39. Windeler, Jaime and Riemenschneider, C. (March 2016) "The Influence of Ethnicity on Organizational Commitment and Merit Pay of IT Workers: The Role of Leader Support," *Information Systems Journal*, Volume 26, Issue 2, pp. 157–190.
38. Manly, T. Leonard, L., and Riemenschneider, C. (2015) "Academic Integrity in the Information Age: Virtues of Respect and Responsibility," *Journal of Business Ethics*, Vol. 127, pp. 579-590.
37. Armstrong, Deborah J., Brooks, J. G., and Riemenschneider, C. K. (September 2015) "Exhaustion from Information Systems Career Experience: Implications for Turn-Away Intention," *MIS Quarterly*, Vol. 39, No. 3, pp. 713-727.
36. Rutner, P., Campbell, C., Williams, L., and Riemenschneider, C. (August 2015) "The Politics of Emotion: Exploring Emotional Labor and Political Skill Across Job Types Within the IT/IS Profession," *The DATA BASE for Advances in Information Systems*, Vol. 46, No. 3, pp. 52-72.
35. Windeler, Jaime; Maruping, Likoebe M.; Robert, Lionel P.; and Riemenschneider, Cynthia K. (2015) "E-profiles, Conflict, and Shared Understanding in Distributed Teams," *Journal of the Association for Information Systems*: Vol. 16: Iss. 7, Article 1.
34. Rutner, Paige and Riemenschneider, Cindy (2015) "The Impact of Emotional Labor and Conflict-Management Style on Work Exhaustion of Information Technology Professionals," *Communications of the Association for Information Systems*: Vol. 36, Article 13.
33. Krasnova, Hanna; Henfridsson, Ola; Riemenschneider, Cindy; Schäfer, Kerstin; Trkman, Peter; Veltri, Natasha F.; and Whitley, Edgar A. (2014) "Panel Report ECIS 2012: Publication Strategy for Junior Researchers: Quantity vs. Quality, Importance of the First Authorship and Collaboration," *Communications of the Association for Information Systems*: Vol. 34, Article 33.
32. Leonard, Lori. N. K., Riemenschneider, C. (2013) "The Web: Testing Impact on Individual Productivity of Users", *Journal of Internet Commerce*, 12, 3, pp. 247-267.
31. Craig, C., Allen, M., Reid, M., Riemenschneider, C., Armstrong, D. J. (2013). "The Impact of Career Mentoring and Psychosocial Mentoring on Affective Organizational Commitment, Job Involvement and Turnover Intention". *Administration & Society*, 45:8, pp. 948-971.
30. Armstrong, Deborah J., Riemenschneider, C. K., Margaret Reid, and Jason Nelms. (Winter) 2012 "Revisiting the Barriers Facing Women in Information Systems," *Journal of Computer Information Systems*, 53:2, pp. 65-74.
29. Riemenschneider, C.K., Leonard, Lori, and Manley, Tracy. (Winter) 2011 "Students' Ethical Decision-Making in an Information Technology Context: A Theory of Planned Behavior Approach," *Journal of IS Education*, 22:3, pp. 203-214.
28. Lo, Janice and Riemenschneider, C. (August) 2011

- “Heterogeneity of IT Employees: An Analysis of a Model of Perceived Organizational Support by Job Type,” *The DATA BASE for Advances in Information Systems*, 42:3, pp. 71-95.
27. Rutner, Paige, Riemenschneider, C.K., Hardgrave, Bill and O’Leary-Kelly, Anne (February) 2011
 “Work Exhaustion in IT Professionals: The Impact of Emotional Labor,” *The DATA BASE for Advances in Information Systems*, 42:1, pp. 102-120.
26. Brooks, Nita, Riemenschneider, C.K., Hardgrave, Bill, O’Leary-Kelly, Anne (January) 2011
 “IT Professional Identity: Needs, Perceptions, and Belonging” *European Journal of Information Systems*, 20, pp. 87-102.
25. Reid, M., Allen, M., Armstrong, D. J., Riemenschneider, C. K., (October, 2010)
 “Perspectives on Challenges Facing Women in IS: The Cognitive Gender Gap,” *European Journal of Information Systems*, 19:5, pp. 526-539.
24. Riemenschneider, C. K., Allen, M., Armstrong, D. J., Reid, M. (2010)
 “Potential Absorptive Capacity of State IT Departments: A Comparison of Perceptions of CIOs and IT Managers,” *Journal of Organizational Computing and Electronic Commerce*, 20, 1, pp. 68-90.
23. Riemenschneider, Cynthia K., Armstrong, Deborah J., and Moore, Jo Ellen (October 2009)
 “Meeting the Demand for IT Workers: A Call for Research,” *European Journal of Information Systems*, 18, 5, pp. 458-461.
22. Jones, Kiku, Leonard, Lori N.K. and Riemenschneider, Cynthia K. (July-Sept 2009)
 “Trust Influencers on the Web,” *Journal of Organizational Computing and Electronic Commerce*, 19, 3, pp. 196-213.
21. Riemenschneider, C., Jones, K. and Leonard, L. (Summer 2009)
 “Web Trust – A Moderator of the Web’s Perceived Individual Impact,” *Journal of Computing Information Systems*, 49, 4, pp. 10-18.
20. Allen, M., Armstrong, D.J., Riemenschneider, C.K., Reid, M. (2008)
 “Factors That Impact IT Personnel Perceived Organizational Support,” *Information and Management*, 45, pp. 556-563.
19. Reid, M., Riemenschneider, C.K., Allen, M., Armstrong, D. (March 2008)
 “Affective Organizational Commitment in State Government: The Case of IT Employees.” *American Review of Public Administration*, (38:1), pp. 41-61.
18. Reid, M., Riemenschneider, C.K., Allen, M., Armstrong, D. (March 2008)
 “The Role of Mentoring and Supervisor Support for State IT Employees’ Affective Commitment.” *Review of Public Personnel Administration*, (28:1), pp. 60-78.
17. Otto, A. and Riemenschneider, C. (2008)
 “Economic Literacy at the University of Arkansas,” *Inquiry-The University of Arkansas Undergraduate Research Journal*, 9, 58-65.
16. Leonard, L. and Riemenschneider, C. (Jan. 2008)
 “What Factors Influence the Individual Impact of the Web? An Initial Model.” *Electronic Markets*, (18:1),

pp. 75-90.

15. Armstrong, D. J., Riemenschneider, C. K., Reid, M. F. and Allen, M. W. (2007). "Voluntary Turnover and Women in IT: A Cognitive Study of Work-Family Conflict," *Information & Management* (44:2), pp. 142-153.
14. Armstrong, D. J., Reid, M., Riemenschneider, C. K., Allen, M. "Managing IT employee retention: Challenges for state governments," in *Modern Public IT Systems*, D. Garson, Ed. Hershey, NY: IGI Publishing, 2007, pp. 221-238.
13. Riemenschneider, Cynthia K., Deb J. Armstrong, Margaret Reid, and Myria Allen. (2006) "The Effects of Mentoring to Reduce Stress in a State IT Department during Times of Transformational Change". *International Journal of Learning and Change* (1:4), pp. 429-445.
12. Riemenschneider, Cynthia K., Armstrong, Deborah J., Allen, Myria W., and Reid, Margaret F. (October 2006) "Barriers Facing Women in the IT Work Force," *The DATA BASE for Advances in Information Systems*, No. 4, pp. 58-78.
11. Allen, M., Armstrong, D.J., Riemenschneider, C.K., Reid, M. (2006) "Making Sense of the Barriers Women Face in the IT Work Force: Standpoint Theory, Self-Disclosure, and Cognitive Maps." *Sex Roles: A Journal of Research*, pp. 831-844.
10. Allen, Myria W., Reid, Margaret, and Riemenschneider, Cynthia K. (February 2004) "The Role of Laughter When Discussing Workplace Barriers: Women in Information Technology Jobs," *Sex Roles A Journal of Research*, Vol. 50, Nos. 3/4, pp. 177-189.
9. Hardgrave, Bill C., Davis, Fred, and Riemenschneider, Cynthia K. (Summer 2003) "Investigating Determinants of Software Developers' Acceptance of Methodologies," *Journal of Management Information Systems*, Vol. 20, No. 1, pp. 123-151.
8. Riemenschneider, Cynthia K., Harrison, David, and Mykytyn, Peter P. Jr. (March 2003) "Understanding IT Adoption Decisions in Small Business: Integrating Current Theories," *Information & Management*, Vol. 40, No. 4, pp. 269-285.
7. Riemenschneider, Cynthia K., Hardgrave, Bill C., and Davis, Fred. (December 2002) "Explaining Developer Acceptance of Formal Software Methodologies: A Comparison of Five Theoretical Models," *IEEE Transactions on Software Engineering*, Vol. 28, No. 12, pp. 1135-1145.
6. Riemenschneider, Cynthia K. and McKinney, Vicki R. (Winter 2001-2002) "Assessing Belief Differences in Small Business Adopters and Non-adopters of Web-based E-Commerce," *Journal of Computer Information Systems*, Vol. 42, No. 2, pp. 101-107.
5. Riemenschneider, Cynthia K. and Hardgrave, Bill C. (Summer 2001) "Explaining Software Development Tool Use with the Technology Acceptance Model," *Journal of Computer Information Systems*, Vol. 41, No. 4, pp. 1-8.
4. Riemenschneider, Cynthia K. and Mykytyn, Peter P. Jr. (August 2000)

“What Small Business Executives Have Learned about Managing Information Technology,” *Information & Management*, Vol. 37, No. 5, pp. 257-269.

3. Riemenschneider, Cynthia K. and McKinney, Vicki R. (Spring 1999)

“Assessing the Adoption of Web-based E-Commerce for Businesses: A Research Proposal and Preliminary Findings,” *Electronic Markets – the International Journal of Electronic Commerce & Business Media*, Vol. 9, No. 1 & 2, pp. 9-13.

2. Harrison, David, Mykytyn, Peter P. Jr., and Riemenschneider, Cynthia K. (June 1997)

“Executive Decisions about Adoption of Information Technology in Small Business: Theory and Empirical Tests,” *Information Systems Research*, Vol. 8, No. 2, pp. 171-195.

1. Riemenschneider, Cynthia K., Mykytyn, Peter P. Jr., and Harrison, David (Spring 1997)

“How Universities Can Help Small Businesses Manage IT,” *Journal of Computer Information Systems*, Vol. 37, No. 3, pp. 79-84.

RESEARCH UNDER REVIEW

“The Influence of Organizational Values on Employee Attitude and Information Security Behavior: The Mediating Role of Psychological Capital,” with Laurie Burney and Saman Bina, under review at *Information and Management*.

“Getting by with a Little Help from Information Technology: Caregivers Overcome Social Exclusion through Support,” with Murad Moqbel, Valerie Bartlett, Sam Zaza, Abdullah Albizri, under 2nd review at *Journal of Association for Information Systems*.

“Is Cloud-Computing Allowing Business Units to be IT Self-Sufficient?” with Alexis Gonzalez and Gina Green, under review at *Information System Frontiers*.

“Development of an Information Systems Organizational Mid-Level Theory: A mixed-method approach,” with Michael Milovich, under review at *Information & Management*.

Corbett, J. and Riemenschneider, C. “Advancing Industry-Level Digital Transformation through Bricolage: The Emergence of Prosumers and Distributed Electricity Generation in North America,” manuscript is currently under review at *Journal of the Association for Information Systems*.

RESEARCH IN PROGRESS

Riemenschneider, C., Armstrong, D. and Brooks, N. “A Two Wave Study of IT Professional Turnaway Intention,” manuscript is currently being written for submission to *European Journal of Information Systems*.

Riemenschneider, Cindy K. and Gray, Van. “Cooperative Learning in a USA/Zambia Setting,” manuscript is currently being written for submission to *Decision Sciences Journal of Innovative Education*.

Burney, Laurie, Riemenschneider, C. and Muncy, A. “Using the Job Demands-Resources Model to Examine the Impact of the Enabling Use of a Management Control System on Individual Performance,” manuscript is currently being written for submission to *Accounting, Organizations and Society*.

REFEREED PROCEEDINGS and INVITED PAPERS/PRESENTATIONS:

Gonzalez, Alexis, Green, Gina, and Riemenschneider Cindy. "Is Cloud Computing Allowing Business Units to be IT Self-Sufficient? The Need for a Change in the Role of Central IT," Annual Meeting of *ICIS 2020*, TREO talk, virtual.

Riemenschneider, Cindy K., Gray, Van, and Wiech, Andrew. "Manage It to Measure It: Capturing and Reporting on your Mission Statement, Strategic Goals and Impact," Annual Meeting of the *Decision Sciences Institute*, November 17-19, 2018, Chicago, IL.

Riemenschneider, Cindy K. and Gray, Van. "Cooperative Learning in a USA/Zambia Setting," Annual Meeting of the *Decision Sciences Institute*, November 18-20, 2017, Washington, DC.

Riemenschneider, Cindy K. Gray, Van, and Garrett, Sue. "Capturing your Mission Statement, Strategic Goals and Impact Using Activity Insight," *Digital Measures Activity Insight Conference*, October 8-10, 2017, Milwaukee, WI.

Armstrong, Deborah J. and Riemenschneider, Cindy K. "Applying the Communication Theory of Identity to Challenges Men Encounter in the IS Profession," *SIGSI* at *ICIS 2016*, Dublin, Ireland.

Gouda, Bryan, Riemenschneider, Cindy K., and Renwick, Janet. "Panel Discussion: Teaching Ethics in the Information Technology Age," *SIGITE 2016*, Boston.

Zaza, Ibtissam, Armstrong, Deborah J.; and Riemenschneider, Cindy K. "The Impact of Less Traditional Employee Benefits on the Turnover Intention of State Information Systems Employees," *AMCIS 2016*, San Diego.

Invited Participant on Panel – Special Interest Group on Social Inclusion, *ICIS 2015*, Ft. Worth, Texas

Chipidza, Wallace, Green, Gina, Riemenschneider, Cindy K. "Salient Beliefs in Majoring in Management Information Systems: An Elicitation Study," *2015 Proceedings of the EDSIG Conference*, Wilmington, North Carolina.

Armstrong, Deborah J.; Riemenschneider, Cindy K.; and Zaza, Ibtissam. "The Impact of Boundary Spanning on Turnover Intention of State Information Systems Employees," *AMCIS 2015*, Puerto Rico.

Armstrong, Deborah J.; Riemenschneider, Cindy K.; and Liu, Yi Jack, "How Managers and Workers See Their World: Perceptions of the Relationship Between Organizational Capabilities and Absorptive Capacity in U.S. State Information Systems Departments" (2015). *ECIS 2015 Completed Research Papers*. Paper 11. http://aisel.aisnet.org/ecis2015_cr/11

Windeler, J., Moore, J. and Riemenschneider, C., *HICSS 2015*, "Viewing Turnover through a Wide-Angle Lens: Conceptualizing Locality Turnover," Hawaii.

Deb J. Armstrong and Cynthia K. Riemenschneider. *SIGMIS Computers and People Research Conference*, May 2014, "The Barriers Facing Women in the Information Technology Profession: An Exploratory Investigation of Ahuja's Model", Singapore.

- Moquin, R., Riemenschneider, C. *HICSS 2014*, "Psychological Contract in Information Systems," Hawaii.
- Tripp, J., Riemenschneider, C., *HICSS 2014*, "Toward an Understanding of Job Satisfaction on Agile Teams," Hawaii.
- Gonzalez, E., Leidner, D. E., Riemenschneider, C., Koch, H. W., *ICIS 2013*, "The Impact of Internal Social Media Usage on Organizational Socialization and Commitment," Association for Information Systems, Milan, Italy. (December 2013).
- Moquin, R. , Riemenschneider, C. , *SIGMIS-CPR '13*, "Psychological Contract in the IS Profession," ACM, Cincinnati, Ohio. (May 30, 2013).
- Windeler, J., Riemenschneider, C., *SIGMIS-CPR 2013*, "Organizational Commitment of IT Workers: Leader Support and Differences Across Gender and Race," ACM, Cincinnati, Ohio. (May 30, 2013).
- Riemenschneider, C., Renwick, J. , *2013 Mid-South Consortium for Computing Sciences in Colleges*, "A Model of Ethical Decision Making by IT Students," Ft. Smith, Arkansas. (April 2013).
- Leidner, D. E., Moquin, R., Riemenschneider, C., Rutner, P., *HICSS 2013*, "Antecedents to Stigma: Factors That Diminish IT Value," Maui, Hawaii. (January 8, 2013).
- Leonard, L., Riemenschneider, C. , Manley, T., Annual conference of the *Decision Sciences Institute*, "TPB and MES: A Comparison Of Behavioral Intention Findings Regarding IT In An Academic Setting," Decision Sciences Institute, San Francisco, CA. (November 2012).
- Riemenschneider, C., *XXV National Conference and XI International Conference on Informatics and Computing*, "What have we learned about the IT workforce over the last 10 years?," Mexico City, Mexico. (October 24, 2012).
- Riemenschneider, C. K., Leonard, L. K. and Manly, T. "Applying the Multidimensional Ethics Scale to Examine Student Behavior when using Technology," *AMCIS*, Seattle, Washington. (August 2012).
- Dr. Hanna Krasnova, Prof. Oliver Günther Prof. Ola Henfridsson Dr. Natasha Veltri Prof. Cindy Riemenschneider Prof. Edgar A. Whitley Kerstin Schäfer "Publication Strategy for Junior Researchers: Quantity Vs. Quality, The First Authorship and the Optimal Number of Authors," *European Conference on Information Systems*, Barcelona, Spain. (June 2012).
- Armstrong, D. J., Riemenschneider, C. K., Reid, M., *SIGMIS CPR '12*, "Schema Accuracy and Career Challenges for Men in the Information Technology Workplace" Association of Computing Machinery, Milwaukee, Wisconsin. (May 2012).
- Riemenschneider, C. K. and Armstrong, D. J., "What Influences IT Professional Psychological Contract Violation?" *Hawaii International Conference on Systems and Sciences*, January 2012.
- Armstrong, D. J. and Riemenschneider, C. K., (2011). "The Influence of Demands and Resources on Emotional Exhaustion with the IS Profession," *ICIS 2011 Proceedings*. Shanghai, China, Paper xx.

- Renwick, J., Riemenschneider, C. K., and Steinbach, T. "Recruiting and Retaining Women in Information Technology," *SIGITE Proceedings*, West Point, New York, 2011.
- Armstrong, D. J., Riemenschneider, C. K., Reid, M., Gomillion, D. "A Study of the Uniqueness Dimension of the Professional Identity of IS Managers: The Role of Gender," *AMCIS*, Detroit, Michigan. (August 2011).
- Armstrong, D. J., Riemenschneider, C. K., Reid, M., Nelms, J. *SIGMIS CPR '11*, " Challenges and Barriers Facing Women in IS: How Far Have We Come?" Association of Computing Machinery, San Antonio, Texas. (May 2011).
- Riemenschneider, C., Lo, J., Americas Conference for Information Systems, "An Examination of Privacy Concerns and Trust Entities in Determining Willingness to Disclose Personal Information on a Social Networking Site," *AMCIS*, Lima, Peru. (August 2010).
- Riemenschneider, C., Bristow, S., Americas Conference on Information Systems, "Attracting High School Minority Students to Information Systems: The Technology Awareness Program," *AMCIS*, Lima, Peru. (August 2010).
- Trauth, E. M., Adya, M., Armstrong, D. J., Riemenschneider, C. , Joshi, K.D., Kvasny, L., Quesenberry, J., *SIGMIS CPR '10*, "Taking Stock of Research on Gender and the IT Workforce," Association of Computing Machinery, Vancouver, British Columbia, Canada. (May 2010).
- Lo, Janice and Riemenschneider, C.K.
 "Disclosure Decisions and Impacts of Disclosing Stigmatized Identities In Virtual Teams," *Academy of Management Conference*, August 2009, Chicago, IL.
- Allen, M., Armstrong, D. J., Reid, M., Riemenschneider, C. K.
 "Managing IT Employee Retention: Creating Workplace Environments Which Meet IT Employee Expectations," *SIGMIS-CPR 2009 Conference*, May 2009, Limerick, Ireland.
- Newell, J., Maruping, L., Riemenschneider, C., Robert, L. "Influencing Individual Perceptions of Deep Level Diversity in Virtual Learning Teams (VLT)". *Hawaii International Conference on Systems and Sciences*, January 2009.
- Newell, Jamie; Maruping, Likoeb; Riemenschneider, Cynthia; and Robert, Lionel, "Leveraging E-Identities: The Impact of Perceived Diversity on Team Social Integration and Performance" (2008). *ICIS 2008 Proceedings*. Paper 46.
<http://aisel.aisnet.org/icis2008/46>
- Reid, M., Armstrong, D., Allen, M., and Riemenschneider, C. "Adaptive Capacities of State IT Departments: CIOs Coping with Change", *International Conference on Public Administration*, May 2008.
- Riemenschneider, C. K., Reid, M., Allen, M., Armstrong, D. J. "Barriers IT Employees Face - A Gender Perspective". *AMCIS*. August 2007.
- Riemenschneider, C. K., Armstrong, D. J., Hardgrave, B. C.. "Is There a Business Case for RFID?".

AMCIS. August 2007.

Riemenschneider, C. K., Armstrong, D. J., Hardgrave, B. C.. "Is There a Business Case for RFID?" *Hawaii International Conference on Systems and Sciences*, January 2007.

Allen, M., Armstrong, D. J., Reid, M., Riemenschneider, C. K.. "Lessons Learned from Conducting Interdisciplinary IT Workforce Research". *SIGMIS Computer Personnel Research Conference*. April (2nd Quarter/Spring) 2007.

Margaret Reid, Cynthia K. Riemenschneider, Myria Allen, and Deb J. Armstrong. "Affective Commitment in the Public Sector: The Case of IT Employees". *SIG MIS Computer Personnel Research Conference*, Pomona, CA. (April (2nd Quarter/Spring) 2006).

Armstrong, Deborah K., Riemenschneider, Cynthia K., Allen, Myria W., and Reid, Margaret. "Voluntary Turnover and Women in IT: A Cognitive Study of Work-Family Balance," *AIS SIG IS-CoRE* 2004, The Third Annual Information Systems Cognitive Research Workshop, December 2004, Washington, D.C.

Leonard, Lori N.K. and Riemenschneider, Cynthia K. "Individual Impact of the WWW: Use, Satisfaction, and Quality Influences," Annual Meeting of the *Decision Sciences Institute*, November 20-23, 2004, Boston, MA, pp. 2731-2736.

Riemenschneider, Cynthia K., Armstrong, Deborah K., Allen, Myria W., and Reid, Margaret "What I'm Not Willing to Share: A Discussion of Turnover and Barriers to Promotion with Women IT Workers," *Annual Meeting of the Americas Conference for Information Systems*, August 6-8, 2004, New York, NY, pp. 1238-1244.

Riemenschneider, Cynthia K., Allen, Myria W., and Reid, Margaret "Potential Antecedents to the Voluntary Turnover Intentions of Women Working in Information Technology," *Annual Meeting of the Americas Conference for Information Systems*, August 9-11, 2002, Dallas, TX, pp. 2018-2022.

Riemenschneider, Cynthia K. and McKinney, Vicki R. (July 2002) "Exploring Beliefs Regarding e-Commerce: What Do Small Business Executives Think?" *Decision Line*, Vol. 33, No. 4, pp. 10-12.

Riemenschneider, Cynthia K. and McKinney, Vicki R. "An Assessment of Small Business Executive Belief Differences in Adopters and Non-Adopters of Web-Based E-Commerce," *Annual Meeting of the Americas Conference for Information Systems*, August 3-5, 2001, Boston, MA., pp. 1776-1778.

Riemenschneider, Cynthia K. and McKinney, Vicki R. "Applying the Theory of Planned Behavior to the Adoption of Web-Based E-Commerce," *Annual Meeting of the Decision Sciences Institute*, November 18-21, 2000, Orlando, FL., pp. 564-566.

Chilton, Michael and Riemenschneider, Cynthia K. "Investigating Computer Self-Efficacy with Students in COBOL Programming," *Annual Meeting of the Americas Conference for Information Systems*, August 10-13, 2000, Long Beach, CA, pp. 1065-1067.

McKinney, Vicki R. and Riemenschneider, Cynthia K.

“Developing Trust within an Interorganizational System: The Issues of Communication Media and Distance,” *Annual Meeting of the Decision Sciences Institute*, November 20-23, 1999, New Orleans, LA., pp. 597-599.

Riemenschneider, Cynthia K., Cronan, Timothy Paul, and Jones, Thomas

“Ethical Behavior Intentions: A Structural Equation Approach to Modeling,” *Annual Meeting of the Decision Sciences Institute*, November 20-23, 1999, New Orleans, LA., pp. 790-792.

Riemenschneider, Cynthia K. and Renwick, Janet.

“Assessing the Link between IS Personnel and Training in Music,” *Annual Meeting of the Americas Conference for Information Systems*, August 13-15, 1999, Milwaukee, WI, pp. 112-114.

Hardgrave, Bill C. and Riemenschneider, Cynthia K.

“Determinants of Systems Development Methodology Use,” *Annual Meeting of the Americas Conference for Information Systems*, August 13-15, 1999, Milwaukee, WI, pp. 615-617.

Riemenschneider, Cynthia K. and Mykytyn, Peter P. Jr., and Harrison, David

“Applying the Technology Acceptance Model To Small Businesses and Web Development,” *Annual Meeting of the Southwest Decision Sciences Institute*, March 10-13, 1999, Houston, TX, pp. 54-56.

Riemenschneider, Cynthia K. and McKinney, Vicki R.

“Research Proposal for Assessing the Adoption of Web-based E-Commerce for Businesses,” *Annual Meeting of the Association for Information Systems*, August, 1998, Baltimore, Maryland, pp. 332-334.

Riemenschneider, Cynthia K. and Mykytyn, Peter P. Jr., and Harrison, David

“Applying the Theory of Planned Behavior to Small Businesses and the Internet,” *Annual Meeting of the Association for Information Systems*, August, 1997, Indianapolis, Indiana, pp. 251-253.

Riemenschneider, Cynthia K. and McKinney, Vicki R.

“The Evolving Role of the Global IT Management,” *Annual Meeting of the Decision Sciences Institute*, November, 1996, Orlando, Florida, Vol. 2, pp. 772-774.

Riemenschneider, Cynthia K. and Mykytyn, Peter P. Jr., and Harrison, David

“How Universities Can Help Small Businesses” *Annual Meeting of the Southwest Decision Sciences Institute*, March 6-9, 1996, San Antonio, TX, pp. 4-6.

Riemenschneider, Cynthia K. and Mykytyn, Peter P. Jr., and Harrison, David

“The Development of Instrumentation for Assessment of IS Competitive Advantage in Small Businesses,” *Annual Meeting of the Decision Sciences Institute*, November 20-22, 1995, Boston, MA, Vol. 2, pp. 823-825.

Riemenschneider, Cynthia K. and Mykytyn, Peter P. Jr., and Harrison, David

“Strategic Use of IS for Small Business,” *Annual Meeting of the Southwest Decision Sciences Institute*, March 1-4, 1995, Houston, TX pp. 74-76.

OTHER PUBLICATIONS:

Reid, M., Allen, M., Riemenschneider, C. K., Armstrong, D. J.. ITRI-WP071-0706 the Role of Mentoring and Supervisor Support for State IT Employees' Affective Commitment.

Hardgrave, B. C., Armstrong, D. J., Riemenschneider, C. K.. ITRI-WP073-0706 RFID Assimilation Hierarchy.

Riemenschneider, C. K., Allen, M., Reid, M., Armstrong, D. J. ITRI-WP074-0706 The Effects of Mentoring to Reduce Stress in a State IT Department During Times of Transformational Change.

Reid, M., Riemenschneider, C.K., Allen, M., Armstrong, D. "Affective Organizational Commitment in State Government: The Case of IT Employees. ITRI-WP062-1205-ES, Information Technology Research Institute Working Paper Series."

Leonard, Lori N. K. and Riemenschneider, Cynthia K., "What Factors Influence the Individual Impact of the Web? An Initial Model," ITRC-WP051-1104, Information Technology Research Center Working Paper Series.

Armstrong, Deborah K., Riemenschneider, Cynthia K., Reid, Margaret F. and Allen, Myria W.

"Voluntary Turnover and Women in IT: A Cognitive Study of Work-Family Conflict," ITRC-WP046-0104, Information Technology Research Center Working Paper Series.

Riemenschneider, Cynthia K., Allen, Myria W., and Reid, Margaret, "Barriers Facing Women in the IT Work Force," ITRC-WP027-0802, Information Technology Research Center Working Paper Series.

Hardgrave, Bill C., Davis, Fred, and Riemenschneider, Cynthia K. "Investigating Determinants of Software Developers' Acceptance of Methodologies," ITRC-WP019-0901, Information Technology Research Center Working Paper Series.

Riemenschneider, Cynthia K. and McKinney, Vicki R. "Assessing Belief Differences in Small Business Adopters and Non-adopters of Web-based E-Commerce," ITRC-WP018-0601, Information Technology Research Center Working Paper Series.

Riemenschneider, Cynthia K., Harrison, David, and Mykytyn, Peter P. Jr. "Understanding IT Adoption Decisions in Small Business: Integrating the Theory of Planned Behavior and the Technology Acceptance Model," ITRC-WP012-0900, Information Technology Research Center Working Paper Series.

Riemenschneider, Cynthia K., Hardgrave, Bill C., and Davis, Fred. "Explaining Developer Acceptance Of Formal Software Methodologies: A Comparison of Five Theoretical Models," ITRC-WP011-0900, Information Technology Research Center Working Paper Series.

Riemenschneider, Cynthia K. and Hardgrave, Bill C. "Explaining Software Development Tool Use with the Technology Acceptance Model," ITRC-WP010-0900, Information Technology Research Center Working Paper Series.

GRANTS

"A Multi-level Analysis of Absorptive Capacity of State IT Employees", Sponsored by ITRI, This proposal was funded by The University of Arkansas, \$18,500, 2008, completed.

"Implicit versus Explicit Cognitive Structures of IT Managers – A Gender Comparison", Sponsored by

ITRI, This proposal was funded by The University of Arkansas, \$17,000, 2007, completed.

"Proposal to the Blair Center of Southern Politics and Society for a survey of IT employees in 10 southern and non-southern states", (Submitted September 2006, Awarded December 2006, completed).
Sponsored by Blair Center and Walton College of Business of the University of Arkansas, \$13,000, completed.

"Retaining IT Workers – The Management Perspective", Sponsored by ITRI, This proposal was funded by The University of Arkansas, \$16,000, 2006, completed

"Barriers IT Workers Face: The Male Perspective," Information Technology Research Center, Sam M. Walton College of Business, \$15,000; 2005, completed.

"Individual Impact of the WWW: Use, Satisfaction, and Quality Influences," Information Technology Research Center, Sam M. Walton College of Business, \$14,464; 2004, completed.

Curriculum Revision Grant, Sam M. Walton College of Business, \$6000, 2003, completed.

"An Investigation of Voluntary Occupational Turnover of Female Information Technology Employees in State Government," Information Technology Research Center, Sam M. Walton College of Business, \$13,864, 2003, completed.

"Potential Antecedents of the Voluntary Turnover Intentions of Women Working in IT," Information Technology Research Center, Sam M. Walton College of Business, \$13,500, 2002, completed.

"NSF Proposals Preparation Grant," Dean's Office, Sam M. Walton College of Business, \$6700, 2002, completed.

Blackboard Grant, Sam M. Walton College of Business, \$1000, 2002, completed.

Faculty Teaching Grant, University of Arkansas, \$400, 2002, completed.

"Assessing the Antecedents to Developer Acceptance of Formal Software Methodology," Information Technology Research Center, Sam M. Walton College of Business, \$13,000, 2001, completed.

"Is There a Link between a Background in Music and Success in the IS Field?, Information Technology Research Center, Sam M. Walton College of Business, \$11,400, 2000, completed.

MBA Course Development Grant, Sam M. Walton College of Business, \$5200, 1999, completed.

Summer Research Grant, Dean's Office, Sam M. Walton College of Business, \$6900, 1999, completed.

Small Research Grant, Sam M. Walton College of Business, \$500, 1999, completed.

Summer Research Grant, Dean's Office, Sam M. Walton College of Business, \$6200, 1998, completed.

INSTITUTIONAL SERVICE

Information Systems and Business Analytics Department, Baylor University

Research Forum Presentation Committee (fall 2011 – fall 2013)	Chair
Ethics Forum Planning Committee (March-November 2011)	Member
Faculty Search Committee (summer-fall 2011– fall 2014, 2019, 2021)	Chair, Co-Chair, Member
Doctoral Program Committee (2008-fall 2014, fall 2019 -)	Member
Big XII+ Research Conference (March 2015-April 2016)	Member

Hankamer School of Business, Baylor University

Dean's Executive Committee (2013-May 2019)	Member
Strategic Planning Executive Committee (2013 – 2020)	Member
Elected faculty senator (2011-2014)	Member
MBA Core Faculty Committee (2008-2009)	Member
2012 Strategic Planning People Committee	Chair
Summer Sabbatical Committee (2013 – present)	Chair
Research Award Committee (2013 – present)	Chair

Learning Task Force Committee (2017- 2020)	Member
Dean's Task Force for Workload (2017 – 2019)	Chair
HSB Faculty Development Committee (2013 – 2019)	Ex-officio
HSB Faculty Awards Committee (2013 – 2019)	Ex-officio
Dean's Advisory Board Committee (2013 – 2019)	Ex-officio
<i>Baylor University</i>	
Provost Search Committee (Jan. 2018 – April 2019)	Co-chair
Illuminate Steering Committee (August 2018 – present)	Member
Associate Dean Pow-Wow (August 2017 – June 2019)	Chair
Provost Task Force for Promotion to Full Professor (Sept. 2017 – Feb. 2019)	Co-chair
Women in Leadership Committee (Sept. 2015 – present)	Co-chair
Faculty Senate Executive Committee (2013-2014)	Member
Search Committee for Garland School of Social Work Dean (2015-2016)	Member
Provost Leadership Task Force (LTF) Committee (April 2017- August 2017)	Member
Provost LTF Development Subcommittee (April 2017- August 2017)	Chair
Academy for Teaching and Learning Grant Committee (Aug. 2015 – present)	Member
<i>Information Systems Department, U of A</i>	
Search committee for new faculty members	Member
Peer Review Committee	Member
Scholarship Committee	Member
MIS Advisory Committee	Member
Master of Science in Information Systems workgroup	Chair
Doctoral Examinations Committee	Member
Enrollment Committee	Member
<i>Sam M. Walton College of Business, U of A</i>	
Placement and Co-op Advisory Committee (1998-2008)	Member
Special Events Committee (2003-4)	Member
Search committee for endowed chair/department chair position	Member
Search committee for department chair position	Member
Accounting Career Awareness Program 1999-2003	Member
Technology Awareness Program 2003, 2006, 2007, 2008	Chair
Data Analysis Course Curriculum Design 2003-2005	Member
<i>University of Arkansas</i>	
Elected faculty senator (2005-2007)	
Elected campus council member (2006-2007)	
Student Financial Aid Committee (2006-2008)	

PROFESSIONAL SERVICE

Senior Editor for *The Database for Advances in Information Systems* (2020 – present)

Member of Editorial Review Board of *Asian Academy of Management Journal* (2015-2018)

Member of Editorial Review Board of *Information Systems Journal* (2013 – 2019)

Invited editor for special issue of *European Journal of Information Systems* (Vol. 18, No. 5, October 2009)

Ad Hoc Reviewer for:

Journals:

MIS Quarterly

Information Systems Research

Management Science

Organizational Behavior and Human Decision Processes

Journal of Organizational Computing & Electronic Commerce

International Journal of Information Management

Electronic Markets: An International Journal

Human Resource Management

Management Research News

Journal of IS and Small Business

International Journal of Production Economics

European Journal of Information Systems

Information Technology and Management

Organizations:

Chair SIGMIS-CPR July 1, 2021- present

President SIG Cognitive Research – 2018-2019

AIS Women's Network Advisory Board – 2019 - present

ICIS national meeting (invited associate editor for a track for 2008, 2009, 2010, 2019, 2020, 2021)

Americas Conference for Information Systems national meeting (track chair multiple times)

Women's Network Co-Chair Hawaiian International Conference on Systems and Sciences
2016, 2017, 2018, 2019, 2020, 2022

AIS Nominations Committee 2012

SIGMIS-CPR – program chair 2008

SIGMIS-CPR – doctoral consortium chair 2009

SIGMIS-CPR – conference chair 2011

Nominating Committee for SIGMIS 2008-2009 officer elections

Decision Sciences Institute national meeting

Big XII Doctoral Research Symposium

Other:

Wiley Publishing, Cengage Learning

University of Central Oklahoma external program review

External reviewer for multiple tenure and promotion cases

PROFESSIONAL AFFILIATIONS

Americas Association for Information Systems

Association of Computing Machinery

SIG Management Information Systems

SIG Social Inclusion

SIG Cognitive Research
SIG IT Education

DISSERTATION COMMITTEES

Juanita Brooks - MIS
Michael Chilton – MIS
Alexis Gonzalez – MIS (co-chair)
Ester Gonzalez - MIS
Greg Larosiliere - MIS
Janice Lo - MIS
Rene Moquin – MIS (chair)
Kyle Nash - MIS
Gabriel Odom - Statistics
Paige Rutner – MIS (chair)
Eric Villafranca - MIS