



CELEBRATING
YEARS OF
SERVING SOCIETY

30

2024 Annual Report





Andrew Burton-Jones
President | 2024-2025

From the President

As we celebrate 30 years of the Association for Information Systems, it is incredible to reflect on how far we have come. What began as a vision to connect and support IS scholars has grown into a thriving global community of more than 5,400 members dedicated to advancing the field through research, education, and professional collaboration. This milestone is a testament to the strength, dedication, and innovation of our members who continue to shape the future of information systems.

AIS Communities have continued to be a cornerstone of our success. In 2024, our Special Interest Groups, Chapters, and Colleges provided invaluable opportunities for members to connect, share research, and advance the discipline. We were especially excited to welcome two new chapters—the Canadian Chapter of AIS (CANAIS) and the reinstated Ireland Chapter—each serving as a hub for regional engagement and knowledge-sharing. These additions reflect our ongoing commitment to expanding AIS's global reach and ensuring that our members, regardless of location, have access to meaningful professional connections and resources.

Supporting the next generation of IS professionals is at the heart of our mission. The Doctoral Student College expanded its mentorship programs and hosted engaging

forums at major conferences worldwide, helping doctoral students navigate their academic and career paths. Our student chapters also played a vital role, offering enriching experiences such as the Student Chapter Leadership Conference and expert-led discussions on critical industry topics, including data storytelling, threat modeling, and cybersecurity. These initiatives equip students with the skills and insights necessary to excel in a rapidly evolving field.

AIS remains committed to supporting research and career advancement. In 2024, we updated the Research Ranking Services with the latest data, ensuring scholars have access to essential benchmarks for promotion and tenure. Additionally, we expanded financial assistance programs, including SIG and College donation funds and conference scholarships, making it possible for more members to participate in vital academic and professional development opportunities.

The strength of AIS lies in its community—each of you contributes to our shared success. Whether through research, mentorship, collaboration, or leadership, your engagement makes a meaningful impact. Thank you for your dedication to AIS and to the advancement of information systems. I look forward to all that we will accomplish together in the coming year.



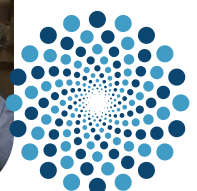
30th Anniversary 1994 - 2024

Membership Trends Reveal Significant Gender Shift

AIS has seen a notable shift in membership—women's participation grew by 42%, which is more than five times the 8% growth for men.



Volunteers at ICIS 2018



Notable Awards

66 LEO Award Recipients

9 LEA Award Recipients

164 Fellow Award Recipients

Global Membership

96

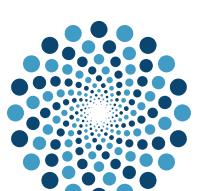
Countries Represented

Scholarships:

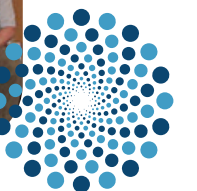
\$305K+

cumulative value of scholarships awarded

1,713 recipients



Inaugural AIS Student Chapter Conference 2009



34.5M

Total Article Downloads

190

Number of Countries

245

Average Downloads Per Article

515

Abstract Views Per Article

AIS eLibrary

Membership



Region 1: 2019

Academic: 1514
Professional: 71
Retired: 34
Doctoral Student: 400



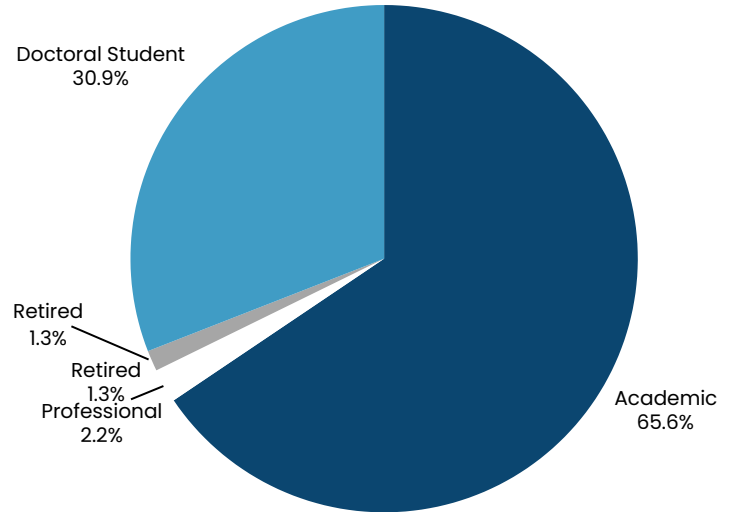
Region 2: 1950

Academic: 1130
Professional: 19
Retired: 19
Doctoral Student: 782



Region 3: 1488

Academic: 940
Professional: 20
Retired: 19
Doctoral Student: 509



5,457

AIS membership continues to expand, reaching **5,457** members and strengthening its global community. This growth underscores the increasing impact of AIS in advancing the information systems field through collaboration and innovation.



Communities

AIS Communities: Strengthening Global Connections

AIS Communities continued to thrive in 2024, fostering collaboration, networking, and research opportunities for members across 38 Special Interest Groups (SIGs), 52 Chapters, and four Colleges. These communities serve as hubs of innovation, bringing together scholars and professionals who share a advance information systems.

Expanding Our Global Reach

AIS welcomed two new chapters in 2024, further strengthening our international presence:

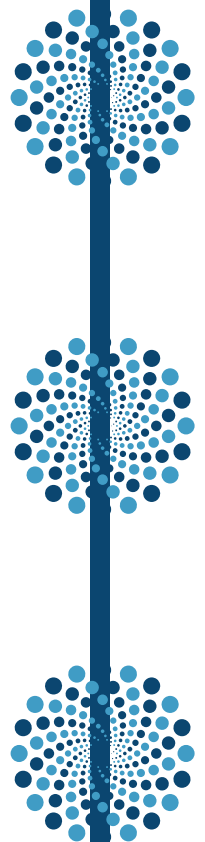
Canadian Chapter of AIS (CANAIS) – Officially launched in 2024, CANAIS fosters communication, collaboration, and knowledge-sharing among researchers and IS professionals across Canada. This new chapter enhances opportunities for engagement within the country’s vibrant academic and professional landscape.

Ireland Chapter of AIS – Reinstated to serve the entire island of Ireland, including both the Republic of Ireland and Northern Ireland, this chapter re-establishes a vital platform for scholars and practitioners to exchange ideas, share experiences, and collaborate on advancing information systems research and practice.

Empowering the Next Generation of Scholars

The Doctoral Student College continues to play a pivotal role in shaping the future of the field by supporting those embarking on their academic and professional journeys. In 2024, the College expanded its global reach by offering a diverse range of forums and mentorship opportunities at major conferences, including ICIS, ECIS, AMCIS, PACIS, and ACIS. To further enhance professional development, the College hosted regional panel discussions across all three AIS regions, including a key mentorship event: "Choosing Research Topics in a Rapidly Changing Technology Landscape."

Through these initiatives, AIS Communities continue to serve as catalysts for innovation, mentorship, and professional growth, ensuring that members stay connected and informed.





Outstanding Communities Recognized in 2024*

Special Interest Groups

- Adoption and Diffusion of IT (SIG ADIT)
- Advances in Sourcing (SIG Sourcing)
- Changing Nature of Work (SIG CNoW)
- Decision Support and Analytics (SIG DSA)
- Digital Innovation, Transformation, & Entrepreneurship (DITE)
- Digital Sourcing, Platforms, and Ecosystems (formerly SIG Sourcing)
- E-Business (SIG EBIZ)
- Education (SIG ED)
- Green IS (SIG Green)
- Human-Computer Interaction (SIG HCI)
- ICT and Global Development (SIG GlobDev)
- Information Security and Privacy (SIG SEC)
- IS/IT Issues in Asia Pacific (SIG ISAP)
- IT in Health Care (SIG Health)
- IT Project Management (SIG ITProjMgmt)
- Leadership in IT (SIG LEAD)
- Ontology Driven IS (SIG ODIS)
- Services (SIG SVC)
- SIG on Philosophy in Information Systems
- SIG Social Inclusion

Colleges

- AIS College of Academic Leadership
- AIS Doctoral Student College
- AIS Women's Network College

Chapters

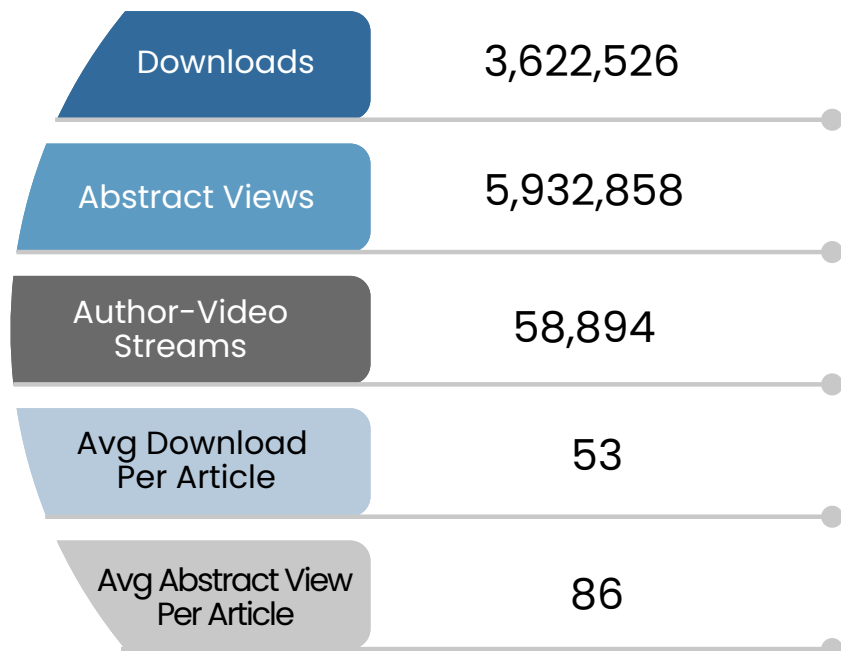
- Australasian
- Brazil
- China
- French
- Germany
- India
- Iranian Scholars
- Israel
- Italy
- Korea
- Latin America and Caribbean
- Liechtenstein
- Malaysia
- Middle East and North Africa
- Midwest USA
- New England USA
- Poland
- Portugal
- Qatar
- Saudi Arabia
- Scandinavian
- Southern African
- Southern USA
- Swiss
- Thailand

*Communities recognized for activities in the prior year

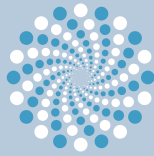
2024 Milestones

- The College of Senior Scholars launched the 2024 AIS Career Mentoring Program, pairing 75 early and mid-career IS faculty with senior mentors for personalized guidance, enhanced by new randomized matching to ensure transparency and equality.
- Monideepa Tarafdar was named Editor-in-Chief of The Journal of the Association for Information Systems, succeeding Dorothy Leidner who served as Editor-in-Chief for JAIS since 2018. We sincerely thank Dr. Leidner for her outstanding care, leadership and service.
- AMCIS 2024 Co-Chairs, Michelle Carter, Kelly Fadel, and Tom Meservy, introduced AuthorConnect: an innovative approach to extend AMCIS' reach to all AIS members by facilitating virtual meetups between AMCIS paper authors and AIS community members interested in discussing their research.
- AIS introduced the third cohort of the Entrepreneurial Innovation Fellowship (EIF), supporting PhD students researching the intersection of entrepreneurship, innovation, and information systems with funding, mentorship, and opportunities for scholarly collaboration.
- AIS continued the support and expansion of multiple scholarship programs during 2024 such as the AIS Ephraim McLean Membership Scholarship Program, the AIS-Bocconi PhD Student Travel Grants, the ICIS and AMCIS scholarship programs, and many more. A remarkable milestone was reached this year since their inception, with the cumulative value of scholarships awarded through these programs surpassing \$305,000 to 1,713 recipients.
- The 2024 IS Job Index report was released and gives crucial information about the overall health of the IS field for undergraduate and graduate students in the IS field. The AIS and IBIT Information Systems Job Index is the only systematic comprehensive national assessment of placement, salaries, demographics, jobs, search, geographical patterns, and knowledge of IS job market entrants.

AIS eLibrary



Conferences



June 13-19 | Paphos, Cyprus

Total Attendees: 925

Total Submissions: 1162

Total Accepted Papers: 342



July 1-5 | Ho Chi Minh City, Vietnam

Total Attendees: 496

Total Submissions: 589

Total Accepted Papers: 250



August 15-17 | Salt Lake City, Utah, USA

Total Attendees: 855

Total Submissions: 631

Total Accepted Papers: 406

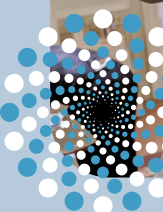


December 15-18 | Bangkok, Thailand

Total Attendees: 1720

Total Submissions: 1613

Total Accepted Papers: 441



Expanding Opportunities

Student Chapter programming throughout 2024 continued to inspire and educate undergraduates with engaging competitions and expert-led discussions on emerging industry trends:

- **Student Chapter Leadership Conference** (March 2024) - hosted by the University of Utah
- **Data Storytelling – Know the Basic Principles, then Get Creative!** (March 2024) - Stacey Volmar, Assurant
- **Step-By-Step Approach for Threat Modeling Cloud-Based Services** (April 2024) - Dr. Shankar B. Chebrolu, Red Hat
- **Cybersecurity Maturity Model Certification (CMMC), The Next Frontier** (October 2024) – Dr. Thomas Graham, Redspin
- **Student Chapter Online Leadership Conference** (November 2024)

These sessions provided students with valuable insights into evolving career paths and industry developments, reinforcing AIS's commitment to preparing the next generation of IS professionals.

Supporting Research & Career Advancement

AIS remains dedicated to supporting academic excellence. In 2024, the **Research Ranking Services** was updated with the latest 2023 data, continuing to serve as an essential tool for scholars evaluating their progress toward promotion and tenure.

Financial Support for Member Success

AIS expanded its financial assistance programs in 2024 to ensure more members have access to essential resources:

- **SIG and College Donation Funds** – Enables members to directly support Special Interest Groups and Colleges, fostering knowledge-sharing and collaboration within specialized areas of research and practice.
- **Conference Scholarship Fund** – Provided financial assistance for travel, transportation, and lodging, making it possible for qualified members to attend the annual conference and engage with the global IS community.

Through these initiatives, AIS continues to create meaningful value for its members, ensuring they have the resources, networks, and support necessary to thrive in the ever-evolving world of information systems.



ImPACT IT: Increasing the Participation and Advancement of Women in Information Technology

By Eleanor T. Loiacono

The NSF ADVANCE Partnership "ImPACT IT" grant (National Science Foundation Grant Number: 2102119, <https://impactit.pages.wm.edu>) has successfully implemented seven key initiatives aligned with three core objectives. Led by Eleanor Loiacono, Lakshmi Iyer, Elizabeth Long-Lingo, Adriane Randolph, and Michelle Carter, the project has made significant strides in transforming the Association for Information Systems (AIS) and the broader IS discipline. AIS members were a key part in defining and addressing the initiatives, participating in working groups and task forces that shaped the grant's implementation and ensured its relevance to the AIS community.

Core Objectives and Their Aligned Initiatives

Objective 1: Creating Systemic Change within AIS

Initiative 1: AIS VP of DEI Position The initiative elevated diversity leadership by transitioning the Associate VP of Diversity, Equity, and Inclusion role to a full Vice President of DEI with voting rights on the AIS Council in 2023, ensuring DEI issues receive attention at the highest governance levels (<https://aisnet.org/page/AISCouncil>).

Initiative 2: Enhanced AIS Membership Data Collection and Reporting ImPACT IT revolutionized AIS's approach to member data collection with new demographic metrics in the biennial membership survey. Response rates increased from 13.7% in 2019 to 16.6% in 2023, with enhanced data on disability, ethnicity, and geographic representation now accessible through interactive dashboards for all members (<https://aisnet.org/page/SurveyDemographics>).



Figure 1: Example of Membership Survey Dashboard

Initiative 3: AIS DEI Self-Assessment Process and Framework A comprehensive DEI self-assessment framework was developed and piloted on the award policies, adapting best practices from the American Association for the Advancement of Science. This framework provides AIS with a sustainable method for ongoing evaluation of its policies and practices. The AIS Mid-Career Award criteria were developed through this process.

Objective 2: Creating & Institutionalizing Best Practices to Support Faculty in Promotion to Full or Equivalent

Initiative 4: AIS Member Service Acknowledgement Certificates The grant established formal recognition for service contributions through acknowledgment certificates for SIG, College, and Chapter leaders, addressing the often-overlooked service work that contributes to career advancement barriers, particularly for women faculty. (See <https://aisnet.org/page/ServiceCertificateRequest>).



Initiative 5: New Community Mid-Career Award ImPACT IT established the AIS Mid-Career Award in 2023, filling a critical recognition gap between early career and senior awards. The award development incorporated deliberate consideration of different career progression paths across regions, providing crucial mid-career recognition that supports advancement to senior ranks. (See <https://ishistory.aisnet.org/awards/ais-mid-career-award/>).



Initiative 6: "Springboard Your Career" Workshop Series

The team developed a workshop series for mid-career faculty, with special attention to women's advancement challenges. The globally scaled but locally adaptable approach enables customization to regional contexts while building connections among often isolated individuals, creating pathways to promotion. A video describing the process and the lead "catalysts" role can be found at <https://youtu.be/KJurhkmD990>. Material to support the Springboarding Your Career workshops can be found at <https://impactit.pages.wm.edu/initiatives/catalyst-program-materials/>.

Objective 3: Identifying & Addressing Areas of Bias

Initiative 7: Systemic/Implicit Bias Mitigation Training ImPACT IT developed and conducted bias mitigation training focused on both implicit and systemic bias. Two successful pilot sessions were completed with participation from AIS Leadership. Recommendations for continued training were delivered to AIS Leadership.

Impact and Sustainability

Each initiative has been deliberately structured to create enduring change within AIS and the broader IS discipline. The self-assessment process yielded important insights, most notably that 100% of Early Career Award recipients came from the global north—a finding that directly informed more inclusive criteria and processes for the new Mid-Career Award.

Empathic interviews conducted across all AIS regions uncovered critical variations in promotion pathways, cultural attitudes toward women, and access to essential resources. These findings have been instrumental in developing supportive initiatives that acknowledge the diverse global contexts within which IS academics operate.

The seven initiatives, aligned with the grant's three core objectives, have established sustainable mechanisms for advancing gender equity and global inclusivity within AIS. By embedding new practices into AIS's organizational structure and creating permanent data collection and assessment tools, ImPACT IT ensures continued progress long after the grant period. The formalization of these efforts through institutional policies, leadership positions, and accessible resources demonstrates a lasting commitment to supporting women's advancement to senior academic ranks.

By enhancing the representation of women at all levels, especially in senior positions, this work strengthens the quality of IS education, amplifies research impact through diverse perspectives, and transforms institutional leadership. The ultimate beneficiary being society at large.

ImPACT IT Core Team



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Principal Investigator



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Appalachian State University
Co-Principal Investigator



Elizabeth Long Lingo
Worcester Polytechnic Institute
Co-Principal Investigator



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Shimi Zhou
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Ph.D. Candidate



Cindy Carlson
College of William & Mary
Project Coordinator

Leadership

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VP of Region 2: Pär Ågerfalk, Uppsala University
VP of Region 1: Kevin Schiebe, Iowa State University



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Chief Conference Officer

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Registrar

Kristy Tran

Administrative Assistant

Janetta Knighton

JAIS Copy Editor

Monica Birth



ASSOCIATION FOR INFORMATION SYSTEMS, INC.

Statements of Financial Position
June 30, 2024 and 2023

	<u>2024</u>	<u>2023</u>
Assets		
Cash and Cash Equivalents	\$ 2,793,786	\$ 2,623,702
Investments	1,040,345	895,213
Accounts Receivable	65,098	104,595
Conference Advances	235,102	189,342
Prepaid Expenses	<u>19,221</u>	<u>10,963</u>
Total Assets	<u>\$ 4,153,552</u>	<u>\$ 3,823,815</u>
Liabilities and Net Assets		
Liabilities:		
Accounts Payable and Other Accruals	\$ 456,767	\$ 407,853
Amounts Held for Others	256,969	213,196
Deferred Revenue	<u>993,894</u>	<u>910,257</u>
Total Liabilities	1,707,630	1,531,306
Net Assets Without Donor Restrictions:		
Undesignated	1,351,794	1,241,321
Designated	<u>1,094,128</u>	<u>1,051,188</u>
Total Net Assets	<u>2,445,922</u>	<u>2,292,509</u>
Total Liabilities and Net Assets	<u>\$ 4,153,552</u>	<u>\$ 3,823,815</u>

ASSOCIATION FOR INFORMATION SYSTEMS, INC.Statements of Activities
For the Years Ended June 30, 2024 and 2023

	<u>2024</u>	<u>2023</u>
Changes in Net Assets Without Donor Restrictions:		
Support and Revenue:		
Conferences Registration	\$ 1,370,002	\$ 1,828,829
Membership Dues	746,406	820,277
Journal Subscriptions and Placement Fees	276,523	309,161
Contributions of Nonfinancial Assets	<u>15,000</u>	<u>15,000</u>
Total Support and Revenue	2,407,931	2,973,267
Interest and Dividend Income	77,482	97,124
Realized and Unrealized Gains on Investments	<u>130,028</u>	<u>68,825</u>
Total Support, Revenue and Gains	2,615,441	3,139,216
Expenses:		
Program Services:		
Conference	1,345,532	1,834,296
Membership	237,910	247,874
Publication	335,032	374,167
Initiatives	<u>251,100</u>	<u>318,066</u>
Total Program Services	2,169,574	2,774,403
Management and General	<u>292,454</u>	<u>220,210</u>
Total Expenses	<u>2,462,028</u>	<u>2,994,613</u>
Increase in Net Assets Without Donor Restrictions	153,413	144,603
Net Assets at Beginning of Year	<u>2,292,509</u>	<u>2,147,906</u>
Net Assets at End of Year	<u>\$ 2,445,922</u>	<u>\$ 2,292,509</u>



Association for Information Systems

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