Human capital continues to be a scarce and indispensable asset for managing innovation in an ever changing global marketplace. This minitrack covers issues that are emerging where people and technology meet to innovate in this global marketplace. Issues at these intersections may be examined from an organizational, political, managerial, cultural, psychological, and/or social perspective using industry, workgroup or department, and individual levels of analysis. Studies developing or extending theory on various workforce-related issues, such as how technology influences and/or redefines diversity and professional identity, to the behavioral, technical, managerial and societal implications of mobile computing, to talent assessment and enhancement via human capital analytics are just a few examples of the types of papers seen in this minitrack. This minitrack seeks innovative research regarding emerging issues facing knowledge workers and IS professionals such as the impact of BYOD, cloud computing, social networking technologies, and mobile technologies, as well as how these tools and technologies affect the management of human computing resources in a global economy. This minitrack also welcomes papers which offer insights into the training, professional development, and engagement of current and future generations of IS professionals as well as succession planning for continued organizational success. This minitrack will welcome all methodologies and research paradigms as well as best practices/lessons learned that focus on the intersection of people, technology, and/or innovation.

The range of this mini-track is broad, stretching from deep philosophical questions regarding IS leadership, diversity and equity to practical issues of training and educating computer savvy professionals.

The following include some suggestions for applicable topics for this mini-track:

**Environment and Society:**
- Legal, Societal, and Ethical Issues Related to Human Computing Resources
- Needs, Interests and Abilities of Computing Professionals
- Contributors to IS Professional Turnover, Retention, and Refilling the Pipeline

**Succession Planning / Student Attraction:**
- Attracting Students to the Computing Professions
- Emerging Issues facing the Computing Workforce
- Individual Fit / Alignment with the Work Environment

**HR Issues:**
- Human Capital Analytics
- IS Professionals
- Sustainable Work Practices
- Work-life Balance
- Skills Training and Certifications
- HRIS / HRMS, Including Designing IS Professional HR and Compensation Schemes
- Career Development Practices for Computing Professionals
- Diversity and Inclusion in the Computing Field

**External Issues:**
- Professional Services
- IS Consulting
- User-relations

From this year’s submissions, two outstanding papers have been selected for conference presentation. The first paper, “How Do Black Men Succeed in Information Technology Careers? The Effects of Capital”, written by K.D. Joshi, Lynette Kvasny, Prema Unnikrishnan, and Eileen Trauth, explores career choice and success within the IT field. Specifically, successful career choice is profiled via a qualitative study of the various forms of capital (e.g., cultural, symbolic, social, technical).
leveraged by black men currently pursuing college degrees as IT majors.

The second paper, “Being Useful: How Information Systems Professionals Influence the Use of Information Systems in Enterprises”, written by Hadi Karimikia, Harminder Singh, and Karin Olesen, examines how the actions of IS employees can encourage other workers to fully adopt and incorporate information systems.

Together these papers paint a picture of the intersectionality of people, process, and technology to address questions of how IT professionals influence others – whether it be through system use in the work place or through leveraging various forms of human capital to successfully navigate an IT education.

The Minitrack Chairs thank the authors for submitting their research to this minitrack and thank the reviewers for their constructive feedback on the manuscripts. We hope that you appreciate the papers and engaging presentations at the conference.