Educator of the Year 2000
Paul Gray

Paul Gray is Professor and Founding Chair of Information Science at Claremont Graduate University. Paul was instrumental in bringing one of the thirteen IBM $2 million grants to Claremont in 1986, which established Claremont as one of the leading academic institutions in information systems.

Starting in 1983, Paul Gray created, developed and built one of the largest PhD producing Information Systems programs in the world. Claremont graduated its first PhD in 1991. Since then, the school has produced 44 PhDs. During the 1990s, Claremont was the largest producer of PhDs in IS in the world, far exceeding the production of both the University of Minnesota and the University of Arizona. The size of the PhD program allows Claremont to offer five required doctoral-only courses in IS each year, which makes the program a true PhD program in IS rather than offering additional masters or MBA courses. At the masters level, Claremont offers one-year and two-year MS in IS degrees as well as an MS in Electronic Commerce. Currently, the Information Science program has 130 graduate students majoring in Information Systems, of whom approximately 50 are PhD students.

By keeping Information Science separate from the Drucker Management Center (Claremont's Business School) he was able to create a School that concentrates only in IS, and is able to offer specialized courses that reflect current trends. For example, this year, courses in ERP, Knowledge Management, Data Warehousing, and Business Intelligence are being offered.

Professor Paul Gray has made outstanding national-level contributions to the field of Information Systems. Paul was co-chair of the joint ACM-AIS Committee on the MSIS degree. The work of this committee, which was published in January 2000, provided the first revision in eighteen years of the standards for the MS degree in IS. It makes the MS program relevant to the 21st century. He is the first editor of the Communications of AIS and a fellow of the Association for Information Systems. He was president of the Institute of Management Sciences (now INFORMS) for 1992-93, and was formerly president-elect, vice president and secretary of the Institute.

He specializes in decision support systems, knowledge management, electronic commerce and data warehousing. He is on the editorial board of several journals. He is the author of over 115 journal articles and author or editor of 12 books, most recently Decision Support in the Data Warehouse with H.J. Watson.

Professor Gray has both industrial and educational experience. He worked for 18 years in research and development organizations, including nine years at SRI International. He is living proof that you can complete a PhD at Stanford while working full time. Since he completed his PhD in 1968, he has been a professor at a number of Universities including Stanford University, Georgia Institute of Technology, University of Southern California, Southern Methodist University, and, for the last 17 years at Claremont. He served as Department Chair at USC, at SMU, and at Claremont.

Year	Educator of the Year
1985	Philip Gensler
1986	Joyce Currie Little
1987	Jerry Wagner
1988 - 1992	None
1993	Gordon Davis
1994	Dan Cougar
1995	Andy Whinston
1996	Milt Jenkins
1997	Jay Nunamaker
1998	Herman "Hoppy" Hoplin
1999	John T. Gorgone
2000	Paul Gray

Track: Women and Minorities in Computing

700 An Exploratory Study of the Representation and Performance of Females in Information Technology at Murdoch University
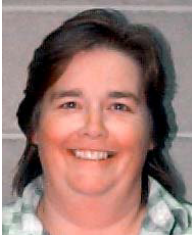
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This paper presents some preliminary statistics about male and female entry, persistence and success rates in Information Technology courses at Murdoch University. The figures show that, like other countries, females make up only a small percentage of the overall student body in these courses. Further, they show that females have the same persistence and success rates as males, and that in some cases females perform better than males. Finally, the paper discusses further research that could be considered in this area.

701 Bridging the Supply and Demand Gap in IT: Strategies for the Recruitment and Retention of Women and Minorities

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Research eliminates any doubt that women are as prepared and capable of succeeding in IT as men. To meet our future technol-ogy work force demands, we must attract more students into the field of technology, both male and female. Statistical projections suggest that if equal representation could be achieved, our critical IT shortage problem would be significantly relieved; therefore study must continue until equality of representation exits. Two major focus points exist in achieving equal representation: (1) the recruitment of females to major in technology disciplines; and (2) the retention of females in the technology disciplines, once the initial choice is made. This paper will present the efforts of two universities toward these goals of recruiting and retention.

740 Mentoring First-Year Female MIS Faculty: Reflections on the Past Year

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The key question from new teachers is usually "When will I know that I am good enough?" The purpose of this paper is to share the mentoring of a first-year female MIS faculty at a small liberal arts college during the past academic year. Two key mentors, both male, are from the computer science and management information systems disciplines respectively. The first-year faculty member was also able to tap the support of other faculty members from other disciplines. The two key mentors were able to give this first-year MIS faculty diverse opinions and perspectives on different academic and self-development issues. Perspectives and lessons learned by the new faculty and the MIS mentor also are presented in this paper.