

Dr. Roberto J. Mejias, Ph.D.
Associate Professor of Computer Information Systems
Director, *CSU-Pueblo Center for Cyber Security Education and Research (CCSER)*
Colorado State University-Pueblo
Computer Information Systems, Hasan School of Business
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Education and Certifications

Ph.D. Management Information Systems (MIS), University of Arizona, December, Dec. 1995
M.S. Management, Production & Ops Mgmt; Org Behavior, Univ. of Arizona, 1980
B.S. Business Administration (*cum laude*) and Economics (minor area), University of Arizona
Cert. Harvard Business School, Case Method Seminar, Boston, MA, June, 2009
Cert. NSA certified to teach NSA-CNSS #4011, #4012, #4016 courses in Cyber-Security, Info-Security Risk

Research Interests:

1. Cyber Security, Cyber-Defense, Threat Vulnerability Assessment, Information Security Risk Mgmt.
2. Information Security Awareness (ISA), Information Assurance (IA), Cyber Risk Mitigation Strategies
3. Impact of Cyber-Attacks, ISA, on IT Capital Investments, ROI
4. Impact of computer mediated communication (CMC) on team performance, participation, satisfaction
5. Global Impact of IT on Innovation Development / Diffusion, IT Manpower Staffing
6. Cross-Cultural implications of IT on off-shoring / outsourcing of IT and IT manpower skills to MNCs

Areas of Teaching Expertise:

A. Info/Cyber Security, Cyber Threats, Threat Vulnerability Analysis (TVA), Info Security Risk Mgmt.

- Cyber and Network Security (undergraduate, graduate levels) (*NSA-CNSS #4011 cert. course*)
- Information Security-Risk Mgmt (*MBA and MS level courses*)
- Management of IT Security for (undergraduate, graduate levels, MBA, Exec MBA)
- Information Security-IT Controls for Accountants (*NSA-CNSS #4016 certificate course*)
- Cyber Security, Risk Mgmt., Disaster Recovery Planning (*NSA-CNSS #4016 certificate course*)
- Info Security, Risk Mgmt., Business Contingency (*Online Course: (NSA-CNSS #4016 cert. course)*)
- E-Commerce Technology, Architecture and Cloud Info Security

(Cyber-Security courses have followed NSA-CNSS, CAE-CDE, NICE and CompTIA-Security+ guidelines)
(I am certified to teach NSA-CNSS courses for #4011, #4012, and #4016 certification)

B. Strategic Use and Mgmt. of Technology and Information Systems (*MBA and Undergraduate*)

- Strategic Management of Information Systems (*Exec MBA and regular MBA level*)
- The Strategic Management of Info Technology (*MBA course*)
- Information Technology for Managers (*MBA online program*)
- Information Systems Master's Capstone Project
- Mgmt / Principles of Info Technology (*Weekend MBA course*)
- Engineering / Mgmt Seminars on Strategic IT and Information Security Governance.
- International Issues (MIS 4493) and Global Impact (MIS 4710) of Information Technology
- Using and Managing Information Technology

Areas of Teaching Expertise (*contin*)

C. Info Technology and Information Systems: Networks and Telecom, I.T. for Undergrad, MBA and Executive Education, I.T. Project Mgmt., Accounting Information Systems,

- Intro to Information Systems Technology (undergraduate Intro Course to IS/CIS)
- Business Database Concepts & SQL (CIS 360); Business Data Base Analysis (MIS 3213)
- Systems Analysis & Design (*Exec MBA*)
- Systems Analysis & Design (*Chinese University of Hong Kong, Exec MBA*)
- Info Systems Networks and Telecom (BsAd 5522), Networking & Telecomm Concepts (CIS 289)
- Systems Network Admin (Using Active Directory, Windows Server 2008, R2)
- Network Infrastructure and Architecture
- Info Systems and E-Commerce Technology (*Weekend EMBA*)
- Productions, Operations Management and Quality Control
- I.T. Project Management for MBAs (MIS 520E and MIS / BNAD 578- *Evening MBA course*)
- Business Process and Workflow Analysis (*Evening MBA, / Evening MSIM course*)
- Accounting Information Systems (AIS) and I.T. Controls for Acct'g, MBA students (Acct 444)
- Decision Support Systems (DSS) and Collaborative Technologies
- Mgmt & Organizat'l Behavior: *U.S. Army; Ft. Huachuca Intelligence Unit*

EMPLOYMENT HISTORY

Colorado State University-Pueblo; Hasan School of Business, 8/2013 to present

Associate Professor of Computer Information Systems (2017 to present)

Director, CCSER (Center for Cyber Security Education and Research)

Assistant Professor of Computer Information Systems (2013 to 2016)

Faculty Mentor, Coach for National Cyber League (NCL) cyber security competition team (ranked #6,#9 in U.S.)

Courses taught at CSU-Pueblo:

- Networking and Telecommunication Concepts (CIS 289)
- Cyber Security and Defense (CIS 360)
- Systems Network Administration-Win Server 2008,R2 (CIS 401)
- IT Security Risk Management (CIS 461/561)
- Intro to Management Information Systems (CIS / Mgmt 365)
- Management Information Systems (MIS), CIS/ MGMT 565 (MBA)
- 2014, 2016, 2017, 2018 Research Productivity Award
- 2017 Dean's Excellence in Service Award

Arizona State University, W.P. Carey School of Business, 8/2011 to 6/2013

Clinical Assistant Professor of Information Systems

- Instructor for:
 - Information Security and Controls for Managers (CIS 591)
 - Information Security-Risk Mgmt (Acct 582); (*NSA-CNSS #4016 certificate course*)
 - Business Database Concepts and SQL (CIS 360),
 - Accounting Info Systems and IT Security Controls (Acct 444)
 - Business Processes and Work Flow Analysis, (CIS 591b)
 - Applied Projects Master's Capstone course (CIS 593)
- Member, WP Carey, Center for Advancing Business through I.T. (*CABIT*)
- Faculty Associate, ASU Information Assurance (IA) Center, Fulton Schools of Engineering (*ASU is designated as a CAE-IAE: Center for Academic Excellence in Information Assurance Education*)

Employment History (contin.)

University of Arizona, Eller College of Management, 8/2006 to 8/2010

- University of Arizona Faculty Fellow
- MIS Dept. Lecturer in Management Information System, Information Security
- Associate Director, Information Assurance-Security Education Center (**IA-SEC**), UA Dept of MIS.
 - Instructor for:
 - Core IT Evening MBA courses (MIS 585), and UA Exec MBA
 - Info Security, Risk Mgmt, Disaster Recovery (MIS 516); (**NSA-CNSS #4016 cert course**)
 - IT Project Mgmt (MIS 478/ 578); **PMI certified course for PMP exam credit**
 - **Awarded the 2010 and 2008 UA Eller College Outstanding Teacher Excellence Award**

The University of Arizona's, MIS Department has been ranked as one of the top 5 MIS programs in the U.S. for the past 21 years (Source; U.S. News and World Report, 2018)

Indiana University, Kelley School of Business, 8/2005 to 7/ 2006

Clinical Assistant Professor of Information Systems

- Instructor for:
 - Strategic IT MBA course (Systems 509) & core MBA/Acctg, I/S course (Systems 507)
 - MS in Info Systems Graduate Project Capstone Course (Systems 546)
 - Strategic IT MBA course (C-522) for **Kelley Direct Online MBA Program**
- SAG-P (Systems and Accounting Graduate program) recruitment and mentoring
- *Dean's list for MBA Teaching Excellence, Fall, 2005 (Teaching Eval Scores = 6.8 of 7.0)*

Indiana University's Kelley MBA program was rated #1 in "Quality of Teaching in Core MBA courses (Source: Business Week, 2006) and #1 in MBA Teaching Quality (Source: Princeton Review, 2006).

Purdue University, Krannert Graduate School of Management, 6/2000 to 7/2005

Assistant Professor of Management Information Systems (MIS), tenure track

- Design of three (3) new courses for MIS curriculum: *Mgmt 690W (Research Topics in Info Systems and E-Commerce Technology, Mgmt 490C (E-Commerce and Information Security, Mgmt 691M (E-Commerce Technology, Architecture and Information Security)*
- Project Manager for over 110+ graduate project groups to provide I.T. studies for *profit /non-profit* organizations in areas of IT Architecture, E-Commerce, new IT products, & Web Security Mgmt
- Faculty Sponsor for Hispanic Business Students Assoc. (**HBSA**) and MIS Assoc. (**MISA**)
- Purdue University, **Iron Key Society** (*only 14 students and faculty per year are selected*)
- Purdue, Krannert School of Mgmt, "**Krannert Outstanding Teacher of the Year**" (2002).
- Purdue, "**Runner Up, Krannert Outstanding Teacher of the Year**" (2003).
- Purdue, **Krannert School of Mgmt, "Distinguished MBA Teacher List", 2001, 2003, and 2004**

The Purdue University, Krannert School of Management was ranked as the #1 Regional MBA School (Source: Wall Street Journal, 2005) and #15 in Exec MBA programs (Source: US News and World Report, 2005)

University of Oklahoma (OU), Price College of Business, 8/1995 – 5/2000

Assistant Professor of Management Information Systems (MIS), tenure track

- Designed and implemented four new MIS courses:
 - MIS 4523: Info Systems Infrastructure and Architecture*
 - MIS 4493: International Issues of Info Technology,*
 - MIS 4710: Global Impact of IT on Innovation Diffusion, IT Manpower Staffing, IT off-shoring / outsourcing, Economic Development*
 - MIS 4413: Decision Support Systems and End User Computing*
- Faculty Sponsor for Assoc. for Info Technology Professionals, (**AITP**), Hispanic Business Student's Association (**HSBA**), & Native American Business students (**NABS**)

Employment History (*contin.*)

University of Oklahoma (OU), Price College of Business, 8/1995 – 5/2000 (*contin.*)

- Conducted over 85 team Group Systems experiments to measure effect of CMC technology on team and individual productivity, performance, satisfaction, consensus levels
- ***Received eight (8) university level and college level awards for MIS teaching excellence***

The University of Arizona: College of Business & Public Administration (BPA): 8/1989 – 8/1995

Ph.D. Student & Graduate Teaching Associate in Production and Operations Mgmt (POM) and MIS

- Doctoral student in the UA Dept. of Management Information Systems (MIS)
- Instructor for MIS 373 (Production and Operations Mgmt)
- ***Outstanding BPA Teacher of the Year, 1993 and 1994***
- ***Outstanding College of Business Graduate Teaching Assistant, 1991-92***
- ***Finalist: Univ. of Arizona Centennial Award Outstanding Minority Doctoral Student (1995)***

Su Casa Mexican Family Restaurant (3/1984 - 12/1995) –Family Owned Proprietor, Manager, Operator

- Purchased existing Mexican restaurant, appraised all related facilities, purchased new equipment
- Procured and employed excellent Sonoran-style Mexican cooks, kitchen staff and wait staff for 3 Meal activities (Breakfast-Blue-collar; Lunch-Professional clientele; Dinner-family customers)
- Estimated best mix of Mexican food entrees and offerings based upon demand and best practices
- Estimated food inventory, monitored cash and sales transactions, resolved personal issues
- Applied for and procured State of Arizona #7 (Beer & Wine) and #6 (Bar) Liquor licenses
- Reviewed and assisted in preparation of all key State, Federal and City tax reports and filings

IBM Corporation; (3/80 - 8/1989) Industrial and Manufacturing Support Engineer, Manpower Project Planner; Staff Industrial Engineer, Manpower and Project Planning Engineer:

- Initiated, planned, designed, and implemented, nine (9) IBM projects (each over \$1.8M)
- Manufacturing layout design / implementation and allocation of mfg / production space
- Estimate of Labor & Q/A hours (using MTM, labor cost justification)
- Manpower planning and project closure
- Project coordination of stakeholders from IBM engineering, R&D, distribution and marketing
- ***IBM/GPD Engineering Design Achievement Award***
- Published two IBM Technical Reports on manpower forecasting using regression modeling

Staff Industrial Engineer-Manufacturing Support:

- Developed production facility layouts with architectural, electrical, mechanical specifications
- Mfg. design specs for three (3) new product, high volume and two (2) medium volume facilities:
IBM Storage Directors, Models 3880, 3990; IBM Storage Tape Drives, Models 3410, 3420 and IBM DASD storage devices, Models 3370, 3375

Human Resources / College and Professional Recruiting:

- Training in HR, EEOC, Affirmative Action programs, employee development programs (6 month temporary assignment)

Senior Associate Industrial Engineer:

- Motion Time Methods (MTM), and IBM Standard Data (ISD) to establish time performance standards, labor cost estimates.
- Extensive facilities design and project management with IBM R&D labs, manufacturing, engineering and production sectors.

Associate Industrial Engineer and Cost Engineer:

- Multi-linear regression models for man-power and headcount planning
- Resources planning, forecasting, project performance monitoring.

Employment History *(contin.)*

National Economic Development Association (NEDA) (funded by U.S. Dept. of Commerce) **3/79 - 3/80**

Economic, Production and Procurement Analyst

- Economic & Business Development Analyst for minority businesses (procurement, manufacturing, and service sectors) (*Region: local & international sectors; Southern Arizona and Sonora, Mexico*)
- Regular audits of client accounting and financial records and business operations/ projects
- Pro Forma and Cash Flow statements for clients for loan packaging to commercial banks
- Development of Project Business Plans, Loan Package Requests for capital / operations funding, loan guarantees from the U.S.- SBA (*Small Business Administration*) and U.S. Dept. of Commerce

Southwest Gas Corporation: *Operations Supervisor, 5/78 - 3/79*

- Project Operations Supervisor of Customer Service Gas Operations
- Project Supervisor; Residential Gas Services.- Tucson Ariz. and Las Vegas, Nevada Sector
- Interface with U.S. Dept. of Transportation and U.S. Dept. of Energy

City Of South Tucson: *Special Assistant to the City Manager, 5/ 75 - 5/78*

- Special Assistant to the City Manager for Economic Development and Financial Reporting
- Grants writer for U.S. Dept. of HUD Community Development Block Grants
- Budget, purchasing, municipal and county-wide economic development responsibilities
- Operations Analyst for South Tucson Police Dept. (*Internal Affairs and Structured Oral Boards*)

TEACHING EXPERIENCE- SPECIFIC COURSES

Colorado State University-Pueblo, Hasan School of Business

CIS 289: Networking and TeleCom Concepts
CIS 360: Cyber Security and Cyber Defense
CIS 401: Systems Network Configuration and Administration (Win Server 2008, Active Directory,R2)
CIS 461 /561: I.T. Security Risk Management
CIS / Mgmt. 365: Computer Information Systems for non-majors
CIS / Mgmt. 565: Management Information Systems for MBAs

Arizona State University, W.P. Carey School of Business

CIS 591: Information Security (Master's course in MSIM program)
ACCT 582: Information Security-IT Controls for Accountants (*NSA-CNSS #4016 certificate course*)
ACCT 444: Accounting Information Systems and I.T. Security Controls
CIS 360: Business Database Concepts and SQL
CIS 591b: Business Process and Workflow Analysis (MS-MBA course in Info Systems)
CIS 593: Applied Projects (Master's Capstone MSIM course)

University of Arizona, Eller College of Management

MIS 304: Using and Managing Information Technology (core MIS upper division course) Professor /
MIS 416/ 516: Info Security, Risk Mgmt, Disaster Recovery (*NSA-CNSS #4016 certificate course*)
MIS 585: Strategic Management of Information Systems (Core MIS Exec &* Evening MBA MIS course)
MIS 557: Info Security, Risk Mgmt, Disaster Recovery (*Online NSA-CNSS #4016 certified course*)
MIS 578: I.T. Project Management (*PMI-certified course for PMP credit*)
MIS 585: Strategic Mgmt of Info Technology; UA Eller Exec MBA program, Scottsdale, Arizona
BNAD 520e: Project Management for MBAs: UA Eller MBA program, Scottsdale, Arizona

The University of Arizona's, MIS Department has been ranked as one of the top 5 MIS programs in the U.S. for the past 21 years (Source; U.S. News and World Report, 2017)

Teaching Experience (contin.)

Indiana University, Kelley School of Business

- Systems S-507 Core MBA/Acc IT course: The Strategic Management of Info Technology
- Systems S-509 Core Traditional MBA IT course: The Management of Modern Info Systems
- C-522 MBA Information Technology for Managers (IU-Kelley MBA online program)
- Systems S546 Info Systems Master's Capstone course in Information Systems (MS-IS)
(Projects with Eli Lilly Corp, USA Funds, Sprint-Nextel, and other corporations)

Indiana University's Kelley MBA program was rated #1 in "Quality of Teaching in Core MBA courses (Source: Business Week, 2006) and #1 in MBA Teaching Quality (Source: Princeton Review, 2006).

Purdue University, Krannert Graduate School of Management

and the **German International School of Management and Administration (GISMA): Summer 2006, 2008**

- Mgmt 590W Information Technology, E-Commerce and Info Security (*Exec MBA*; Spring, 2006)
- Mgmt 490C E-Commerce Technology and Information Security (Spring, 2005)
- Mgmt 683 Management of Info Technology (*Graduate MBA Core level*) (Fall, 2001, '02, '03, '04)
- Mgmt 690W Info Systems and E-Commerce Technology (*Weekend EMBA Core*; Sp. 2003)
- Mgmt 681 Principles of Information Technology (*Graduate MS core level*) (Fall, 2001- '04)
- Mgmt 691M E-Commerce Technology, Architecture, Info Security (*Exec MBA*):GISMA (2001-2004)
- Mgmt 490 E-Commerce Architecture and Infrastructure(*Undergraduate level*; Spring, 2001-2004)
- S-0109 Systems Engineering / Mgmt Seminar on E-Commerce Technology & Information Security
- Mgmt 690M Research Topics in E-Commerce: Architecture, Infrastructure, Information Security

The Purdue University, Krannert School of Management was ranked as the #1 Regional MBA School (Source: Wall Street Journal, 2005) and #15 in Exec MBA programs (Source: US News and World Report, 2005)

The University of Oklahoma (O.U.), Price College of Business)

O.U.-Chinese University of Hong Kong (*Summers of 1997-2000*),

U.S. Dept of Defense (DoD) for O.U. Continuing Education (*Summers of 1998-2000*),

- MIS 4523 Info Systems Infrastructure & Architecture (University of Oklahoma; 1998 - 2001)
- BsAd 5522 Info Systems Networks & Telecom (*Exec MBA /Graduate Level*): **Kadena USAF Base**, Okinawa, Japan, via U.S. Dept of Defense/ OU Advanced Programs (12/1999)
- BsAd 5932 Systems Analysis & Design (*Exec MBA / Graduate Level*) **Hickam AFB**, via U.S. Dept of Defense/ OU Advanced Programs (May, 1999 and July, 2001)
- BsAd 5522 Info Systems Networks & Telecom (*Exec MBA / Graduate Level*): **The Chinese University of Hong Kong (CUHK)** via OU Advanced Programs (Spring, 1999)
- MIS 4493 International Issues of Information Technology: University of Oklahoma (96-99)
- MIS 4710 Global Impact of IT on Innovation Diffusion, IT Manpower Staffing, IT off-shoring
- BsAd 5932 Systems Analysis & Design (*Exec MBA/ Graduate Level*) **The Chinese University of Hong Kong** via OU Advanced Programs (Summer, 1997)
- MIS 4413 Decision Support Systems: The University of Oklahoma (Fall, '95 - 97)
- MIS 3213 Business Database Analysis: The University of Oklahoma (Fall, '95 - 97)

University of Arizona, Eller College of Management, Dept. of MIS (Ph.D. Candidate)

- MIS 373 Productions and Operations Management: The University of Arizona, (1992-95)
- MIS 111 Intro to Information Systems Technology: The University of Arizona, (1991)
- BsAd 1322 Mgmt & Organizat'l Behavior: **U.S. Army; Ft. Huachuca Intelligence Unit** (1983)
- Mgmt 305 Mgmt & Organizational Behavior:The University of Arizona, (1979-1982); Lecturer

** The University of Arizona's, MIS Department has been ranked as one of the top 5 MIS programs in the U.S. for the past 21 years (Source; U.S. News and World Report, 2013)*

RESEARCH / PUBLICATIONS

Peer-Reviewed Research

Mejias, R.J., Reinig, B.A., MacKenzie, S., Dennis, A. "Observation versus Perception in the Conceptualization and Measurement of Participation Equality in Computer Mediated Communication", *Decision Sciences Journal (DSJ)*. Vol. 49, Issue 4, pp 593-624, August, 2018.

Shepherd, M.M. and Mejias, R.J. "Non-Technical Deterrence Effects of Mild and Severe Internet Use Policy in Reducing Employee Abuse Frequency", *International Journal of Human Computer Interaction (IJHCI)*, Vol. 32, Issue 7, pp. 557-567, 2016.

Mejias, R.J. and Balthazard, P. "A Model of Information Security Awareness for Assessing Information Security Risk", *Journal of Information Privacy and Security, (JIPS)*. Winter, 2014; Vol. 10, pp. 1-26.

Reinig, B.A., and Mejias, R.J. "On the Measurement of Participation Equality", *International Journal of E-Collaboration (IJECE)*. Oct-Dec. 2014, Vol. 10, No. 4, pp. 32-48.

Mejias, R.J. and Harvey, M. "A Case for Information Security Awareness Programs (ISA) to Protect Global Information, Innovation and Knowledge Resources", *International Journal of Transitions and Innovation Systems (IJTIS)*, 2012, Vol. 2, No. 3-4, pp. 302-324.

Mejias, R.J., "The Interaction of Process Losses, Process Gains and Meeting Satisfaction Within Technology Supported Environments" *Small Group Research (SGR)*, January, 2007, Vol. 38: pp. 156-194.

Schwarzkopf, A., Mejias, R., Jaspersen, J., Saunders, C.S., Grunewald, H., "Expecting the Unexpected: Effective Practices for I.T. Skills Staffing" *Communications of the ACM (CACM)*, January, 2004, Vol. 47, No. 1, pp. 83–88.

Reinig, B. and Mejias, R. "The Effects of National Culture and Anonymity on Flaming and Criticalness in GSS Supported Environments", *Small Group Research (SGR)*, Fall, 2004, Vol. 35, No. 6, pp. 698-723.

Martínez Martínez, I.M.; and R. J. Mejias, "Efectos del Anonimato y el Género Sobre el Nivel de Consenso, Cohesión y Satisfacción en Grupos con Apoyo de Sistemas Informáticos", in *Revista de Psicología Social*, Vol. 18, No. 2. May, 2003, pp. 107-120. (Also electronically published in the electronic review, *Revista Electronica Hispanoamerica de Psicología*).

Effects of anonymity and gender on consensus, cohesion and satisfaction in group support systems
Revista de Psicología Social, issue 2 (2003)

Harvey, M.; and Mejias, R. "Addressing the U.S. I/T Manpower Shortage with Inpatriates and Technological Training," *Journal of Information Technology Management, (JITM)*, 2002, Vol. 8, No. 3-4, pp. 1-14,

Martínez Martínez, I.M. and R. J. Mejias, "Efectos del Anonimato En Grupos Espanoles Con Apoyo De Sistemas Informáticos: Un Estudio Longitudinal", *Revista de Psicología General y Aplicada*, 2001, Vol. 54, 4, pp. 671-680.

Mejias, R.J.; and Vargas-Hernandez, Jose "Emerging Mexican and Canadian Strategic Trade Alliances under NAFTA", *Journal of Global Marketing, (JGM)*, Winter, 2000, Vol. 14, No. 4 pp. 89-116.

Mejias, R.; Palmer, J.; and Harvey, M.. "Emerging Technologies, IS Infrastructure and Economic Development in Mexico", *Journal of Global Information Technology Management, (JGITM)*, 1999, Vol. 2,1.

Mejias, R., M. Shepherd, D. Vogel, and L. Lazaneo, " Perceived Satisfaction and Consensus Levels: A Cross-Cultural Comparison of GSS and non-GSS Process Outcomes *Within* and *Between* the U.S. & Mexico". *Journal of Management Information Systems, (JMIS)* Winter,1996-97, Vol.13, pp. 137-161.

"The Implications of NAFTA upon Mexico and Canada: NAFTA Three Years Later", by Jose G. Vargas-Hernandez and Roberto J. Mejias, *Journal of Global Competitiveness, (JGC)* Volume 5, 1997, pp. 371-389.

Research Manuscripts: Under Review and In Process

Mejias, R.J., Shepherd, M.M., Huff, Richard, "Using Threat Vulnerability Asset (TVA) Analysis for Identifying System Vulnerabilities and Assessing Cyber Security Risk". In the process of being rewritten as a Cyber security case study.

Long Y. and Mejias, R.J. "The Effect of Social Capital Position on Social Capital within Social Media Networks", pending submission to *Journal of DataBase Management (JDBM)* Sept., 2018.

Refereed Conference Proceedings

Long, Y. and Mejias, R. "The Effect of Structural Holes on Social Capital and Individual Performance within Social Media Networks", *Proceedings of the 2nd International Conference of Human Computer Interaction in Business (HCIB)*, Los Angeles, CA. Springer International Publishing, Switzerland, pp 153-164, August, 2015.

Shepherd, M.M., Mejias, R.J. and Klein, G. "A Longitudinal Study to Determine the Effects of Non-Technical Deterrence on Reducing Employee Internet Abuse Frequency". *Proceedings of the 47th Hawaii International Conference on Systems Sciences (HICSS)*, pp 3159-3168, Jan. 2014.

Mejias, R.J., "An Integrative Model of Information Security Awareness for Assessing Information Systems Security Risk"; *Proceedings of the 45th Hawaii International Conference on Systems Sciences (HICSS)*, pp. 3258-3267, Jan. 2012.

Neely, P. and Mejias, R. "Information Technology In The MBA Curriculum: The Case For Relevant Topics," Americas Conference on Information Systems (*AMCIS*), August, 2003, pp 3087-3093.

Reinig, B.A. and Mejias, R.J. "A Cross-cultural Study of the Effects of Group Support Systems Outcomes," *Proceedings of the First International Management Systems Conference*, San Diego, California, August, 2003.

Reinig, B.A. and Mejias, R.J., "An Investigation of the Influence of National Culture and Group Support Systems Technology on Group Processes and Outcomes," *Proceedings of the 36th Hawaii International Conference on Systems Sciences (HICSS)*, 2003.

Mejias, R. J. and Reinig, B.A. "GSS Productivity and Anonymity: A U.S. and Hong Kong Comparative Study," *5th International Conference of the Decision Science Institute (IDSI)*, Athens Greece, July, 1999.

Mejias, R.J.; Vogel, D.; and Morales, B. "Cross-Cultural Group Dynamics in Computer Mediated Communication," *Association for Information Systems (AIS)* Americas Conference, 1998.

Mejias, R., Vogel, D., Shepherd, M., Nunamaker, J., and Lazaneo, L., "Productivity, Consensus and Participation Equality in Mexico: A Field Study Comparison of GSS and non-GSS Outcomes," *Association for Information Systems (AIS)* Americas Conference, August, 1997.

Refereed Conference Proceedings (*contin.*)

Mejias, R., Vogel, D., and Shepherd, M. "GSS Meeting Productivity and Participation Equity: A U.S. & Mexico Cross-Cultural Field Study," *Proceedings of the 30th Hawaii International Conference on System Sciences (HICSS)*, January, 1997. (****Best Paper Award Nomination****).

Mejias, R., Lazaneo L., Rico, A. Torres, A., Vogel, D, and M. Shepherd, "A Cross-Cultural Comparison of GSS and non-GSS Consensus and Satisfaction Levels, *Within & Between U.S. & Mexico*," *Proceedings of the 29th Hawaii International Conference on Systems Sciences (HICSS)*, 1996.

Mejias, R.J. "A Cross-Cultural Comparison of GSS Decision and Process Outcomes: Mexico vs. the United States," *Proceedings of the ORSA-TIMS Conference*, November, 1993.

Mejias, R.J., "A Cross-Cultural Study of Blue Collar Employee Need Perceptions Among Mexican and American Maquiladoras (Twin-Plants), *National Association for Latino Studies, 19th Annual Conference*, Hermosillo, Sonora Mexico, April 24, 1991.

Mejias, R.J., Staff Industrial Engineer, "Statistical Regression Forecasting Models: An Alternative Technique for Manpower Planning," *IBM Technical Report*, IBM-GPD Tucson, Ariz., September, 1989.

Mejias, R.J., Staff Industrial Engineer, "Direct and Indirect Manpower Planning: Three Forecasting Techniques," *IBM Technical Report*, IBM-GPD, Tucson Ariz., June, 1989.

Textbooks / Book Chapters

Information Systems Infrastructure: Current Topics, customized textbook compiled and edited by Roberto J. Mejias, and Albert B. Schwarzkopf, Simon and Schuster Custom Publishing, Needham Heights, MA, 1999.

MIS Infrastructure: An Integrated Approach, Special customized textbook compiled and edited by Roberto J. Mejias, Simon and Schuster Custom Publishing, Needham Heights, MA, 1998.

"Information Technology in Uruguay and Paraguay; A Study In Contrasts"; Book chapter in Section II, Chapter 3, *Social Implications of Computers in Developing Countries*, Tata-McGraw-Hill Publishing Company, New Delhi, India, 1992, by Rigg, Melissa, and Mejias, Roberto.

Whitepapers / Presentations

Mejias, R.J. Shepherd, M. Gonzales, M., Baccam P., "Using Threat Vulnerability Asset (TVA) Methodology to Identify Cyber Threats and System Vulnerabilities in Emergency Management". *International Association of Emergency Managers Bulletin*, June, 2018.

Mejias, R.J. "Challenges and Hints for the New & Rigorous NSA-CAE/CDE Designation Application Process" IEEE-ISI (Intelligence and Security Informatics) Conference on Cyber Security and Big Data, Sept. 27-30, 2016, Tucson, Arizona.

Mejias, R.J. "Using the Threat-Vulnerability-Asset (TVA) tool for Analyzing Critical IT Assets, Cyberthreats and Vulnerabilities" *6th Annual Workshop on Information Assurance Research and Education, ASU Information Assurance Center*, Arizona State University, April 25, 2013.

Mejias, R.J., "Using an Information Security Awareness (ISA) model to assessing Information Security Risk and System Vulnerability" White Paper Series presentation to *ASU Information Assurance Center*, Research Seminar Series, Arizona State University, Nov., 2012.

Mejias, R.J., “A Model for Cyber Attack Awareness in Assessing Cyber Attack Risk, White paper presentation to the University of Arizona, MIS Speaker Series, March, 2010.

Mejias, R.J., “Participation Input and Participation Equality within Cross-National Computer Mediated Communication Environments”, White Paper presentation to the Center for International Business Education and Research (*CIBER*), Purdue University, Dec. 2004

TEACHING EXCELLENCE AWARDS, HONORS, RECOGNITIONS

Colorado State University-Pueblo, Hasan School of Business *(Aug 2013 to present 2015)*

- Very good to Excellent CIS undergraduate and MBA Teacher Course Evaluations (TCEs)
- 2014, 2016, 2017 Research Productivity Award
- Faculty Coach for National Cyber League (NCL) cyber security competition team (ranked #9 in U.S.)
- Dean’s Excellence in Service Award, 2017

Arizona State University, W.P. Carey School of Business *(Aug 2011 to June 2013)*

- Very good to excellent undergraduate Teacher Course Evaluations (TCEs)
- Very good to excellent graduate (MS-IM) and MBA Teacher Course Evaluations
- Procured first NSA-CNSS #4016-E course certification for Acct 582 (Information Security Risk Mgmt)

University of Arizona- Eller College of Management *(Aug, 2006 to Aug 2010)*

- 2010 UA Eller Dean’s Award for Teaching Excellence
- 2008 UA Eller College of Management Outstanding Undergraduate Teacher of the Year
- Nominated for Eller Dean’s Award for Teaching Excellence (2007, 2008, 2009, 2010)
- Designated a “University of Arizona Faculty Fellow” for the Eller College of Management

The University of Arizona’s, MIS Department has been ranked as one of the top 5 MIS programs in the U.S. for the past 21 years (Source; U.S. News and World Report, 2018)

Indiana University- Kelley Graduate School of Business *(August 2005 – July 2006)*

- Indiana University, Kelley School of Business, Dean’s List for MBA Teaching Excellence, 2006
- Core I.T. MBA Teaching Eval Scores = 6.8 of 7.0 on category, “Overall rating of Instructor”.
- Indiana Univ., Kelley School of Business Online MBA program; 6.27 of 7.0

Indiana University’s Kelley MBA program was rated #1 in “Quality of Teaching in Core MBA courses (Source: Business Week, 2006) and #1 in MBA Teaching Quality (Source: Princeton Review, 2006).

Purdue University - Krannert Graduate School of Mgmt *(June 2000 – July 2005)*

- Purdue University, “Distinguished MBA Teacher List”, 2001, 2004, 2005)
- Purdue University, Krannert School of Management, “Outstanding Teacher of the Year”, 2002
- Purdue, Krannert School of Management, “Runner Up, Outstanding Teacher of the Year”, 2003
- Purdue University, Iron Key Society (only 15 students and PU faculty per year are selected, 2002
- Purdue Univ. 2001-2004, Five academic years of cumulative 4.8+ of 5.0 Teacher-Course Eval. Scores

The Purdue University, Krannert School of Management was ranked as the #1 Regional MBA School (Source: Wall Street Journal, 2005) and #15 in Exec MBA programs (Source: US News and World Report, 2005)

Teaching Awards, Honors, Recognitions *(contin.)*

University of Oklahoma- Price College of Business *(August 1995 – May 2000)*

- The Univ of Oklahoma Student Association (UOSA) “Outstanding Professor of the Year”, (1999-2000)
- OU Delta Sigma Pi “Outstanding Business Professor of the Year”, (1999-2000)
- University of Oklahoma “BP-AMOCO “Excellence in Teaching” Award (1999)
- Southwest Airlines’ “Professor of the Day”, SWA Headquarters, Dallas, Texas, June, 1999
- OU Price College of Bus., Student Business Assoc., “MIS Faculty Teacher of the Year” (1998-99)
- OU Price College of Business, “MIS Faculty Member of the Year” (1999)
- Marquis’ Who’s Who Among America’s Teachers (1998)
- University of Oklahoma Advancia Corp. “Excellence in MIS Teaching” trophy (1998)
- OU College of Business, Delta Sigma Pi, “Outstanding Business Professor of the Year”, (1998)
- University of Oklahoma “Hurley Roberson Award for Teaching Excellence” (1997)
- OU Presidential International Travel Fellowship (for Mexico and Hong Kong), (1996)
- American Brands International Research Award from OU’s Price College of Business (1996, 1997)

University of Arizona-Eller College of Management *(Aug, 1990- Aug 1995)*

- Univ of Arizona Centennial Award: Finalist: Outstanding UA Minority Doctoral Student (1995)
- Univ. of Ariz., BPA Student Council, “Outstanding Teacher of the Year” (1993-94)
- Univ. of Ariz., BPA Student Council, “Outstanding Teacher of the Year” (1992-93)
- Univ. of Ariz. Foundation Award “Outstanding Graduate Teaching Assistant of the Year”, 1991
- Univ. of Ariz. College of Business Admin. Dean's Teaching Distinction List (top 5% in student-teaching evaluations:) for academic years 1991, 1992, 1993, 1994, 1995

GRANT APPLICATIONS SUBMITTED / RECEIVED

1. State of Colorado, Cyber Security and Block Chain Appropriation Grant (SB 18-086)

Title: *Cybersecurity and Block Chain-Distributed Ledger Initiative*

Grant Amount Requested: \$1 Million

Principal Investigator (PI): Dr. Roberto Mejias, Co-PI: Dr. Bruce Raymond,

Grant awarded, June, 2018 (\$1 million over 5 years)

2. National Science Foundation (NSF) NSF-18-524

Title: *Building Capacity: Concentrated Learning Experiences for Acceleration and Retention in STEM Programs*

Grant Amount Requested: \$1,426,000

Principal Investigator (PI): Dr. Jonathan Poritz

Co-PIs, Drs. Roberto Mejias, Yvonne Montoya, Leonardo Bedoya-Valencia,

Submitted, March, 2018

3. U.S. National Security Agency (NSA), BAA-002-16,

Title: *Cyber Security Competition Grant,*

Grant Amount Requested: \$26,750

Principal Investigator (PI): Dr. Roberto Mejias,

Co-PIs, Dr. Bruce Raymond, ***Submitted, June, 10, 2016***

Grant Applications Submitted / Received (contin.)

4. **U.S. Dept of Homeland Security (DHS), Cyber Workforce and Professional Development;**
DHS-16-ST-061-HSQA (Submitted as a sub-grant proposal to the University of Arizona, DHS Center of Excellence)
Grant Title: *Technical Education and Training in Threat Vulnerability Asset (TVA) Analysis for the Next Generation of Cyber Warriors.*
Grant Amount Requested: \$350,000
PI: Dr. Roberto Mejias,
Co-PIs: Dr. Bruce Raymond, Dr. Kristyn White-Davis, Ph.D., Dr. Abhay Shah, Ph.D. All from Colorado State University-Pueblo
Submitted, Oct. 18, 2016
5. **State of Colorado Cyber Security Grant Proposal**
Title: *Proposed Cyber Security Initiatives and Projects at Colorado State University-Pueblo*
Grant Amount Requested: \$1.1 Million
PI: Dr. Roberto Mejias,
Co-PIs: Dr. Bruce Raymond, Dr. Kristyn White-Davis, Ph.D., Dr. Abhay Shah, Ph.D., All from Colorado State University-Pueblo, Submitted, Nov. 2016
6. **National Science Foundation (NSF) U.S. CyberCorps, Scholarship for Service (SFS) Grant**
Title: *Capacity Building to Expand Cyber Security Education*
Grant Amount Requested: \$499,428
PI: Dr. Roberto Mejias
Co-PIs: Dr. Bruce Raymond, Dr. Kristyn White-Davis, Ph.D. Dr. Abhay Shah, Ph.D.
Prepared and developed Fall, 2016; Submitted, Dec. 15, 2016
7. Arizona State University; Research grant for developing **Cyber Security Awareness Model** (\$10,000).
8. Arizona State University **NSA-CNSS** certification grant (\$7,000). Certification of Acct 582 (Information Security) for **NSA-CNSS certificate #4016**, Feb. 2013.
9. University of Arizona, **Distance Learning Outreach Initiative for Information Assurance Courses**, (\$149,500); UA Outreach College; Technology and Research Initiative Fund (TRIF), January, 2009
 - lead grants writer for Distance Learning (DL) team submission narrative
 - development of online Information Security NSA certificate courses for Eller MIS DL program
 - resulted in the offering of 3 Information Security NSA certificate courses (**CNSS #4011, #4012 #4016**) and related MIS courses for a Univ. of Arizona *Enterprise Security Program* certificate
10. Purdue University, **Homeland Security Institute**, 2004; \$10,000
 - development of survey instrument to develop determinants of Cyber Threats, Cyber Attacks and Cyber Terrorism (worked with Purdue-**CERIAS** (*Center for Education and Research in Information Assurance and Security*))
 - resulted in one research manuscript and three additional work-in-process research papers
11. Purdue University, **CIBER** (*Center for Internat'l Business & Education Research*), 2002, \$4,500
 - completion and submission of two research papers on the International use of CMC (computer mediated communication and Group Support System (GSS) in Castellon, Spain
 - resulted in the acceptance of two Spanish language journal research papers

Grant Applications Submitted / Received (contin.)

12. Purdue University, **Summer Research Award** (2000 – 2003) (\$23,500 per year for 4 summers).
 - Development of new E-Commerce Technology and Security Course (taught at the Undergraduate and Exec MBA level), development of E-Commerce Web Satisfaction survey instrument
13. Univ. of Oklahoma, Price College of Business, **Summer Research Grants** '97, '98, '99; \$10,000 each yr.
 - 1997: Implementation of new GSS experimental laboratory
 - 1998; design, completion, data retrieval of 55 GSS lab experiments that examined GSS productivity, consensus, satisfaction, participation equality, group process losses/gains.
 - 1999; design, completion, data retrieval of 42 GSS lab experiments that examined *personal competitiveness, Hyper-Competitiveness* and *Social Desirability*
14. Univ. of Oklahoma **Junior Faculty Competitive Research Program Grant** 1997; \$6,000
 - only one of 24 University-wide grants awarded for new faculty
15. University of Oklahoma **American Brands International Scholar** 1997; \$8,000
 - replication UA GSS lab experiments at University of Valencia, University of Jaime, (Spain)
13. Ventana Corporation: **Ventana GroupSystems Software License Grant** 1996; \$32,000
 - grant received for site license to install Ventana GroupSystems Software at Univ of Oklahoma
14. **U.S. Dept. of Education** Dissertation Fellowship Award, 1994-1995; \$12,000
 - competitive teaching and research fellowship for minority doctoral candidates

Current and Past Professional Affiliations

1. Colorado State University-Pueblo, *Director*, Center for Cyber Security, Education and Research
2. Mentor, Advisor, for CSU-Pueblo “CyberWolves” NCL cyber security competition
3. Association of Information Systems (**AIS**)
4. Information Systems Security Association (**ISSA**), Colorado Springs Chapter
5. National Cyber Watch (**NCW**) Center
6. Arizona State University- Center for Information Assurance (**CAE-IAE** certified); Associate member
7. Arizona State University Center for Advancing Business through I.T. (**CABIT**)
8. **ISACA** (Information System Audit and Control Association), Phoenix Chapter
9. University of Arizona, Associate Director, **Information Assurance-Security Education Center (IA-SEC)**; **CAE-IAE** certified, Dept. of Management Information Systems.
10. Project Management Institute (**PMI**) associate
11. Univ. of Arizona, Eller College of Management Instructor for **NSA-CNSS** (U.S. National Security Agency, Center for National Security Systems) “Risk Analyst” certificate CNSSI # 4016
12. Indiana University- Kelley School of Business – SAGP and MS-IS programs Mentor
13. Purdue University, Homeland Security Institute (**HSI**) associate
14. Purdue University, Center for Education and Research Info Assurance and Security (**CERIAS**)
10. Purdue University, Center for International Business and Education and Research (**CIBER**)
11. Purdue University, Center for E-Business Education and Research (**CEER**)
12. Association for Information Systems (**AIS**)
13. Academy of International Business (**AIB**) associate
14. Decision Sciences Institute (**DSI**) associate
15. Institute of Industrial Engineers (**IIE**)
16. Society of Hispanic Professional Engineers (**SHPE**)
17. Human Factors Society (**HFS**) (Engineering ergonomics)

18. Institute for Operations Research and the Mgmt. Sciences (**INFORMS**)
19. Delta Sigma Pi (Business Professional Honorary)
20. American Production and Inventory Control Society (**APICS**)
21. OU-PCB Faculty Advisor: Hispanic Business Student's Association (**HBSA**)
22. Journal Manuscript Reviewer for the following:
 - *MIS Quarterly* (**MISQ**)
 - *Journal of Management Information Systems* (**JMIS**)
 - *Decision Sciences Journal* (**DSJ**)
 - *Decision Support Systems Journal* (**DSS**)
23. MIS/ IT textbook Reviewer for Pearson Addison Wesley Publishing, John Wiley and Sons Publishing,
24. Editorial Board member for *Decision Sciences Journal* (**DSJ**) (2005-2007)

University / College Service Activities

1. Colorado State University-Pueblo, Principal Investigator /Writer for **NSA-CAE/CD** (National Security Agency, Center for Academic Excellence in Cyber Defense designation application (2016)
2. Colorado State University-Pueblo, *Director, Center for Cyber Security, Education and Research* (**CCSER**)
3. Colorado State University-Pueblo, Faculty Advisor, National Cyber League (**NCL**) (2014, 2015)
4. Colorado State University-Pueblo, Latino Advisory Council (2014, 2015)
5. Arizona State University- Center for Information Assurance (**CAE-IAE** certified); Associate member
6. University of Arizona **Faculty Fellow** (2006 to 2010)
7. University of Arizona, Faculty Advisor for **HBSA** (Hispanic Business Student Association), 2010
8. Univ. of Arizona, Assoc. Director, Dept of MIS, **Info Assurance-Security Education Center (IA-SEC)**
9. University of Arizona Motivational Speaker: Delta Sigma Pi, MIS Association, International Business Students Organization
10. Purdue University, Center for E-Business Education and Research (**CEER**) partner
11. Purdue University, Center for International Business and Education and Research (**CIBER**) associate
12. Purdue University, Cntr for Education and Research Info Assurance and Security (**CERIAS**) associate
13. Purdue University Homeland Security Institute (**HSI**) associate
14. Purdue University Horizons **Minority Student Mentoring**
15. University of Oklahoma, **International Relations Advisory Committee** (1998-2000)
16. University of Oklahoma, Price College of Business; **MIS Course Curriculum committee** (1995-1997)
17. **Motivation Teaching Excellence Speaker** to incoming Doctoral Teaching Assistants
18. **Motivational Speaker** for Hispanic-American, African-American minority students: **APEX, LEAD, New Start, GRASSP** (Univ. of Arizona, the Univ. of Oklahoma, Purdue University)
19. Sponsored over **50 Honors and Independent Reading courses and Master's Projects** for Senior Honors and Graduate students from 1996-2010 at *University of Oklahoma, Purdue University, Indiana University, University of Arizona. Arizona State University.*

Community, External Honors, Recognitions

- *Salpointe Catholic High School*, Distinguished Alumni Hall of Fame Award, 2007
- *Purdue Iron Key Society*, 2003 (*only 14 Purdue students and faculty per year selected*)
- **Beta Gamma Sigma**; National Scholastic Honorary (top 7% scholars)
- Outstanding **Delta Sigma Pi**: U of A Gamma Psi Chapter
- *Who's Who Among American Teachers* (2002)
- *Who's Who in America* (2003)

College & Community Service - Minority / Diversity Students

1. Colorado State University-Pueblo, Latino Advisory Council (2014 to present)
2. UA Faculty Advisor (2010)-***Hispanic Business Student Association (HBSA)***
3. Arizona State University (ASU) ***Latino Faculty & Staff Association***, 2011-13.
4. UA Faculty Advisor-***Teach For America*** foundation
4. UA4Food and ***Community Food Bank***-facilitated over 3,000 lbs. of food contributions per year
5. University-Bloomington ***Latino Faculty & Professional Staff Association***, 2005-06.
6. Purdue University, Krannert School of Management, Faculty Sponsor for ***Hispanic Business Students Association (HBSA)*** 2001, 2002, 2003-2004.
7. Purdue University, Krannert School of Management; ***"The 4 Ps of Teaching Excellence"*** for Krannert Doctoral (teaching) students (2001-2004)
8. Purdue University ***Horizons Mentor (Minority Mentoring)*** 2001- 2005
9. Purdue University, Krannert School of Management, Faculty Sponsor for. ***Mgmt Info Systems Association (MISA)*** 2001, 2002, 2003-2004.
10. Featured Speaker: ***"Explore Purdue"***, March, 2004; Purdue Office of Admissions recruiting program targeting prospective and underrepresented minority high school students from Indiana.
11. Featured Speaker: ***"Diversity at Purdue"***- presentation to Purdue and Krannert undergraduates on the importance of diversity in thought, students and FACULTY, January, 2003.
12. ***"Purdue's for Me"*** presentation to Lansing, Michigan, African-American HS students
13. ***Hispanic Faculty Student Mentor*** for Purdue University ***Horizons Program*** (2002-2003)
14. OU Faculty Sponsor: ***Native American Business Students (NABS)***, 1998 - 2000
15. OU Faculty Sponsor: ***Hispanic Student Business Association (HSBA)***, 1997 – 2000
16. ***Motivational Speaker*** for Hispanic-American, African-American minority students: ***APEX, LEAD, New Start, GRASSP*** (Univ. of Arizona, the Univ. of Oklahoma, Purdue University)
17. ***Junior Achievement (JA)*** Visiting Teacher, Tucson Unified Schools, Tucson, Az. (1994-2004)
18. ***Project YES*** Board of Directors (***minority youth education & gang prevention counseling***), Tucson, Arizona; mostly Mexican-American and Native American youth), 1985-1994
19. Arizona Pioneer's Historical Society (***4th generation Arizonan, US Citizen, born in Tucson, Az.***)

Contact References for Dr. Roberto Mejias, Ph.D.

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Dr. Roberto J. Mejias, Ph.D.

Associate Professor of Computer Information Systems (CIS)

Director, CSU-Pueblo Center for Cyber Security Education and Research (CCSER)

Dept. of Computer Information Systems, Hasan School of Business, Colorado State University-Pueblo

Dr. Roberto J. Mejias is a tenured Associate Professor of Computer Information Systems (CIS) at Colorado State University (CSU)-Pueblo and Director of the Center for Cyber Security Education and Research (CCSER). Previously, he was a Clinical Professor of Information Systems in the W.P. Carey School of Business at Arizona State University (ASU) where he was also a member of the Center for Advancing Business through I.T. (CABIT) and a Faculty Associate for the *ASU Information Assurance Center*, a National Security Agency (NSA), **CAE-IAE** designated center. At the University of Arizona (UA), Dr. Mejias was a *U of A Faculty Fellow* and a member of the teaching faculty in the Dept. of Management Information Systems (MIS) in the Eller College of Management. He was also the Associate Director of the Information Assurance-Security Education Center (**IA-SEC**), an NSA, **CAE-IAE** designated center. While at the UA, Dr. Mejias was named the *2008 Eller College of Management Outstanding Undergraduate Teacher of the Year* and received the *2010 Eller College of Management Dean's Award for Teaching Excellence*.

Dr. Mejias was the first Hispanic-American student to complete a Ph.D. (1995) within the nationally ranked MIS program at the University of Arizona (UA). In 2006, he returned to the University of Arizona to become the first Hispanic-American faculty member to join the UA's Dept. of MIS. Prior to joining the MIS faculty at the University of Arizona, Dr. Mejias was a Clinical Professor of Information Systems at *Indiana University* (Kelley School of Business), an Assistant Professor of Information Technology at *Purdue University* (Krannert School of Management) and an Assistant Professor of Mgmt. Information Systems at the *University of Oklahoma* (Price College of Business).

Dr. Mejias received his B.S. (*cum laude*) in Business Administration, his M.S. degrees in Management, Organizational Behavior and Production & Operations Mgmt., and his Ph.D. in Management Information Systems (MIS) from the University of Arizona. The University of Arizona's MIS program has been ranked as one of the top five MIS departments in the U.S. for the past 22 years (*U.S. News & World Report*, 2018).

Dr. Mejias' **teaching** and professional areas of expertise are cyber security and defense, threat vulnerability analysis, information assurance (IA), information security risk management (ISRM), cyber risk mitigation strategies, and cyber security contingency planning (disaster recovery). Additional areas are Networks Architecture, Network Datacomm and Telecomm, Cloud Computing, I.T. strategic planning, I.T. project management, and international applications of IT. All teaching area have been offered at the undergraduate, graduate, MBA, MBA/Acct, and Executive education levels.

Dr. Mejias' **research** interests are in Cyber Security and Defense, Threat Vulnerability Analysis, Info Security Awareness (ISA), Information Assurance (IA), info security risk management (ISRM), cyber-terrorism, ISA effects on risk mitigation strategies and IT budgets. Additional research interests are the effects of computer mediated communication (CMC) on team productivity, satisfaction, participation equality and process losses and gains. Other research interests include the global issues of I.T. on knowledge diffusion, technology transfer and I.T. manpower skills in multi-national corporations (MNCs). Dr. Mejias has undertaken extensive international CMC field research in Monterrey, Mexico and Hong Kong, and international IT research in South America (Argentina, Brazil, Uruguay, and Paraguay).

Dr. Mejias has published his research in the *Journal of Management Information Systems (JMIS)*, *Decision Sciences (DSJ)*, *Communications of the ACM (CACM)*, *Journal of Information Privacy and Security (JIPS)*, *International Journal of Human Computer Interaction (IJHCI)*, *the Journal of Information Technology Management (JITM)*, and *the Journal of Small Group Research (SGR)* in addition to foreign journal publications.

Dr. Roberto Mejias (contin.)

Dr. Mejias has been a member of Society of Hispanic Engineers (*SHPE*), the Institute of Industrial Engineers (*IIE*), Information Systems Security Association (*ISSA*), National Cyber Watch (*NCW*), Decision Science Institute (*DSI*), Human Factors Society (*HFS*) (Engineering ergonomics), Association for Information Systems (*AIS*), Academy of International Business (*AIB*) associate, the American Production and Inventory Control Society (APICS). He has also served on the ***Decision Sciences*** Journal Editorial Review Board. Dr. Mejias is certified to teach ***NSA-CNSS*** (National Security Agency, Committee on National Security Systems) courses #4011 and #4016E.

While an Assistant Professor of MIS in the Krannert School of Management at **Purdue University**, Dr. Mejias was named “*Outstanding Teacher of the Year*” (2002), the “*Runner-Up Outstanding Teacher of the Year*” (2003), and was named to the “*Distinguished MBA Teacher list (2001, 2004, 2005)*”. Dr. Mejias was the first Hispanic-American Professor of MIS to be a faculty member at Purdue’s Krannert School of Management. He was a member of Purdue’s ***HSI*** (Homeland Security Institute), ***CERIAS*** (Center for Education, Research, Information Assurance, & Security), and ***CIBER*** (Center for International Business and Education and Research). While at Purdue University, Dr. Mejias was the Purdue faculty advisor for the *Hispanic Business Students Association (HBSA)* and the *MIS Association (MISA)* and a member of Purdue Iron Key.

While a faculty member at the **University of Oklahoma (OU)** (1995-2000), Dr. Mejias provided support for the Association of Information Technology Professionals (***AITP***) and was the faculty advisor for the OU Hispanic Business Student Association (***HBSA***), as well as the faculty advisor for the Native American Business Students (***NABS***). Dr. Mejias was awarded several competitive grants to conduct cross-cultural research in Mexico (1996) and Hong Kong (1997) and received the 1996 and 1997 *American Brands International Research Award* from OU’s Price College of Business. In 1996, he also received OU’s *Presidential International Travel Fellowship* to conduct international IT research in Monterrey, Mexico and Hong Kong. Dr. Mejias was also one of only 24 professors at the University of Oklahoma to receive the *OU Junior Faculty Competitive Research Program Fellow* to conduct international IT research.

While at the University of Oklahoma, Dr. Mejias also received eight (8) teaching excellence recognition awards. These awards are: the *Hurley Roberson Award for Teaching Excellence* (1996), the *Advancia Award for Teaching Excellence in MIS* (1997), *Delta Sigma Pi Professor of the Year* (1998), the *OU BP-AMOCO Teaching Excellence Award* (1999), OU Student Business Association, *Faculty Member of the Year* (1999), the OU Price College of Business, *MIS Faculty Member of the Year* (1999) *Delta Sigma Pi Professor of the Year* (2000), and the *University of Oklahoma Student Association 2000 Professor of the Year*.

While at the University of Arizona’s, Dept, of Management Information Systems, Dr. Mejias was the first Hispanic-American to complete a Ph.D. in Management Information Systems. He was named the 1992 *Outstanding Graduate Teaching Assistant of the Year*, and the 1993 **and** 1994 *Outstanding Teacher of the Year*. Dr. Mejias received several teaching and research fellowships while at the University of Arizona in addition to one, of ten, U.S. Dept. of Education (DOE) Research Dissertation Fellowships granted to the University of Arizona (1995). Dr. Mejias was also the 1995 finalist for the University of Arizona Centennial Award for the Outstanding Minority Doctoral Student.

Dr. Roberto J. Mejias is a **fourth generation U.S. citizen** from a pioneer Spanish and Mexican Arizona family in Tucson, Arizona. Dr. Mejias speaks fluent Spanish and has partial fluency in Portuguese. He has ten years of professional industry experience with the IBM Corporation as an industrial engineer and manufacturing support engineer, I.E. manpower project planner, product cost engineer, time-motion engineer, and HR / personnel college recruiter. Dr. Mejias also has three years’ experience in the public and governmental sector.

