Dr. Roberto J. Mejias, Ph.D.

Associate Professor of Computer Information Systems
Director, CSU-Pueblo Center for Cyber Security Education and Research (CCSER)
P.I. NSF-STEM-HSI (#1953699) P.I. NSF-CISE-MSI (#2219464)

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Education and Certifications

Ph.D.   Management Information Systems (MIS), University of Arizona, December, 1995
M.S.   Management: Production & Operations 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 (U.S. National Security Agency) certified to teach NSA-CNSS #4011, #4012, #4016 courses in
Cyber-Security, Info-Security Risk

Research Interests:

1. Cyber Security & Defense, Threat Vulnerability Assessment, I.T. Security Risk Mgmt.
2. Information Security Awareness (ISA), Information Assurance (IA), Cyber Risk Mitigation Strategies
3. Impact of Cyber-Attacks and cyber terrorism on organizations and their ROI of I.T. Investments,
4. Cross-cultural impact of computer mediated communication on team performance and participation,
5. Cross-Cultural implications of IT on outsourcing of IT, IT manpower skills to MNCs
6. Role of A.I. on Cyber Security Vulnerability Assessment, Mitigation

Areas of Teaching Expertise:

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

- Cyber and Network Security (undergraduate, grad levels) *(NSA-CNSS #4011, 4012 cert. course)*
- Cyber Security Defense & Risk Mgmt. for *(undergraduate, graduate levels, MBA, Exec MBA)*
- 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)*
- Networking Architecture, Network Infrastructure (Telecom, Datacom)
- Information Assurance (IA) and Info Security Awareness (ISA)
- Information Security-IT Controls for Accountants *(NSA-CNSS #4016 certificate course)*
- E-Commerce Technology, Architecture and Cloud Info Security

(Above cyber security courses have followed NSA-CNSS, CAE-CDE, N.I.C.E. 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*)
- Metrics for Information Security Risk Management and I.T. strategy
- Information Technology for Managers (*MBA online program*)
- Information Systems Master's Capstone Project
- Engineering / Mgmt Seminars on Strategic IT and Information Security Governance.
- International Issues (MIS 4493) and Global Impact (MIS 4710) of 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 I.T., CIS; Intro to Cyber Security (undergraduate, graduate level courses)
- Systems Analysis & Design (*Exec MBA-OU*) and (*Chinese Univ. of Hong Kong, Exec MBA*)
- Systems Network Admin (Using Active Directory, Windows Server 2008, R2)
- Network Infrastructure, Telecom and NW Architecture (BsAd 5522; CIS 289)
- Info Systems and E-Commerce Technology (*Weekend EMBA*)
- 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 Security for Acct'g, MBA students (Acct 444)
- Decision Support Systems (DSS) and Collaborative Technologies

EMPLOYMENT HISTORY

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

Tenured Associate Professor (2013 to present)
Director and Founder, CCSER (Center for Cyber Security Education and Research)
NSA-CAE PoC for CSU Pueblo's **NSA-CAE/CDE** designation (U.S. National Security Agency, Center for Academic Excellence in Cyber Defense Education
Faculty NCL Coach, National Cyber League cyber security competition team **(ranked #4, #6, #7 in U.S.)**
https://cyberskyline.com/data/power-ranking/spring-2023-national
Courses taught at CSU-Pueblo:
- Intro to Cyber Security
- Networking and Telecommunication Concepts (CIS 289)
- Cyber Security and Defense (CIS 460/560)
- IT Security Risk Management (CIS 461/561)
- Intro to Management Information Systems (CIS 365 / Mgmt 365 (MBA))
- Management Information Systems (MIS), CIS 565/ MGMT 565 (MBA)
- A.I. for Cyber Security (CIS 490) (joint class with University of Arizona's A.I. Lab)

- *2014, 2016, 2017, 2018, 2019 Research Productivity Award*
- *2018, 2020, 2022 Outstanding Hasan School of Business Faculty Member of the Year Award*
- *2019 CSU-Pueblo Presidential Award: Outstanding Teacher of the Year*
- *2019, 2020, 2021 CSU-Pueblo-Nominated for "Distinguished University Professor"*
- ***2020 CSU System Board of Governors-Excellence in Undergraduate Teaching Award***
- *Finalist 2023 Outstanding CSU Pueblo Teaching Faculty Member*

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

Clinical Assistant Professor of Information Systems
- 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, Dept. Lecturer in Management Information System, Cyber Security
- Associate Director, Information Assurance-Security Education Center **(IA-SEC),** UA Dept of MIS.
- Instructor for:
  - Intro to Mgmt Info Systems (MIS 301)
  - Core IT Evening MBA courses (MIS 585), and UA Exec M*BA*
  - 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, 2023)

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 Info Security, Mgmt 691M (E-Commerce Technology, Architecture, Information Security)*
- Course Project Coordinator for over 110+ graduate project groups providing 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** (14 students and Purdue 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
Received eight (8) university level and college level awards for M.I.S. Teaching Excellence
- Designed and implemented four new MIS courses:
  MIS 4523: Info Systems Infrastructure and Architecture
  MIS 4493, MIS 4710: Internat'l Issues of I.T. Global Impact of IT on Innovation Diffusion,
  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)**
- Conducted over 85 experiments to measure effect of CMC technology on productivity, satisfaction,

Employment History *(contin.)*

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
- 1st Hispanic/Latino 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, Co-Manager,*
- 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 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 Engineer*
Staff Industrial Engineer, Manpower and Project Planning Engineer:
- Initiated, planned and designed nine (9) IBM project manufacturing areas (each over $2.8M)
- Manufacturing layout design / implementation and allocation of mfg. and production space
- Manpower and Headcount planning and project closure for 5 Manufacturing IBM product lines
- Project coordination of stakeholders from IBM engineering, R&D, distribution and marketing
- *IBM/GPD Engineering Design Achievement Award, 1987*
- 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) methodologies to establish assembly time 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:
- Estimate of labor, quality assurance hrs. (Motion-Time-Methods: M.T.M.), labor cost justification
- Multi-linear regression models for man-power and headcount planning
- Manpower, Mfg. space resources design, 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 requests 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, Structured Oral Boards*)

TEACHING EXPERIENCE- SPECIFIC COURSES

Colorado State Univerity-Pueblo, Hasan School of Business *(2013 to present)*
    CIS 210: Intro to Cyber Security
    CIS 289: Networking and TeleCom Concepts
    CIS 460/560: Cyber Security and Cyber Defense (NSA KU (knowledge unit) requirements
    CIS 401: Systems Network Configuration and Administration (Win Server 2008, Active Directory,R2)
    CIS 461 /561: I.T. Security Risk Management
    CIS 365: Management Information Systems (MIS) for non-CIS majors
    CIS / Mgmt. 565: Computer and Management Information Systems for MBAs
    CIS 490: A.I. Data Analytics for Cyber Security

Arizona State University, W.P. Carey School of Business *(2011-2013)*
    CIS 591: Information Security (Master's course in MS-IM program)
    ACCT 582: Information Security-IT Controls for Accountants *(NSA-CNSS #4016 certificate course)*
    ACCT 444: Accounting Information Systems (AIS) 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 *(2006-2010)*
    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, C.E. 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 24 years (Source; U.S. News and World Report, 2023)

Teaching Experience *(contin.)*

Indiana University, Kelley School of Business *(2005 to 2006)*

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 S-546   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 *(2000-2006)*

Purdue 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)
SE-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) *(1995-2000)*

O.U.-Chinese University of Hong Kong *(CUHK)* *(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) *(1989-1995)*

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 24 years (Source; U.S. News and World Report, 2023)*

RESEARCH / PUBLICATIONS

Peer-Reviewed Research

Mejias, R.J., Greer, J.J., Greer, G.G., Reyes, R.Y. "Using SEM Methodology for Analyzing Cyber Security Phenomenon", *Business Education Innovation Journal (BEIJ)*, Vol. 15, No. 1, June 2023.

Mejias, R.J., Shepherd, M.A. Fronmueller, M., Huff, R. A. "Using Threat Vulnerability Asset (TVA) Methodology to Identify Cyber Threats and System Vulnerabilities: A Student Field Project Case Study", *Business Education Innovation Journal (BEIJ)*, Vol. 11, No. 1, June 2019.

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. 10-4, pp. 1-26.

Reinig, B.A., and Mejias, R.J. "On the Measurement of Participation Equality", *International Journal of E-Collaboration (IJEC).* 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., Jasperson, 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 Psicologia).*

Effects of anonymity and gender on consensus, cohesion and satisfaction in group support systems
Revista de Psicologia 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,

Research Publications (contin.)

Martínez Martínez, I.M. and R. J. Mejias, "Efectos del Anonimato En Grupos Espanoles Con Apoyo De Sistemas Informáticos: Un Estudio Longitudinal", *Revista de Psicologia 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

Mejias, R.J., Greer, J., Garcia-Greer, G., Shepherd M., Reyes, R.Y. "A Model for Information Security Vulnerability Awareness", *Completed and Submitted* (Sept. 2023) to *Decision Support Systems (DSS)* for peer academic journal review.

In Process (Completed to be submitted for peer review)

Long Y., Mejias, R.J., G. Garcia-Greer and J. Greer. "Modeling the Effect of Social Network Position on Social Capital in Social Commerce Environments", (*Completed*; to be submitted *International Journal of Information Mgmt*. (IJIM) in Dec. 2023)

Conference Proceedings

Mejias, R., Shepherd, M. Gersch, J. "Using Threat Vulnerability Asset (TVA) Methodology to Determine Cyber Security Risk Strategies", *16th Annual International Conference on Information Technology & Computer Science*, Athens, Greece, May 2020.

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.

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.

Refereed Conference Proceedings *(contin.)*

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.

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.

Whitepapers / Presentations

Mejias, R., "TVA (Threat Vulnerability Asset) Methodology: Evidence Based Strategies for Teaching", National National Cybersecurity Center (NCC) *CyberWatch Innovations in Cyber Security Education (CICSE)*, Runner-Up Best Paper Award, October, 2019

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.

Long, Y., Mejias, R.J., "The Effect of Structural Holes on Social Capital and Individual Performance within Social Media Networks," in F. F.-H. Nah, & C.-H. Tan (editors), Lecture Notes in Computer Science 9191, Springer-Verlag, pp. 153-164, 2015

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

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.

TEACHING: EXCELLENCE AWARDS, HONORS, RECOGNITIONS
Colorado State University-Pueblo, Hasan School of Business *(August, 2013 to present 2021)*
- 2020 CSU System Board of Governors-Excellence in Undergraduate Teaching Award
- 2019, 2020, 2021 Nominated for CSU-Pueblo "Distinguished Professor" designation
- 2019 (April) CSU-Pueblo Presidential Award: Excellence in Teaching
- 2016-2020 Coach: National Cyber League (NCL) cyber competition team (ranked #6,#4 in U.S.)
- 2018, 2020, 2022 Outstanding Hasan School of Business Faculty Member of the Year Award
- 2017, 2019 Dean's Excellence in Service Award
- 2016, 2022 P.I. for the *NSA-CAE* (Center for Academic Excellence) designation to CSU-Pueblo
- 2014, 2016, 2017, 2018, 2019 Research Productivity Award
- Very good to excellent CIS undergraduate and MBA Teacher Course Evaluations *(Avg. 4.5 of 5.0)*

Arizona State University, W.P. Carey School of Business *(August, 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)

Teaching Awards, Honors, Recognitions *(contin.)*
University of Arizona- Eller College of Management *(August, 2006 to August, 2010)*
- 2010 UA Eller Dean's Award for Teaching Excellence
- 2008 UA Eller College of Management Outstanding Undergraduate Teacher of the Year
- 2007 P.I. for the *NSA-CAE* (Center of Academic Excellence) designation for University of Arizona
- 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

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

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 Univ. 2001-2004, Five academic years of cumulative 4.8+ of 5.0 Teacher-Course Eval. Scores

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 Research 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 *(August, 1990-August, 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

EXTERNAL GRANT APPLICATIONS SUBMITTED / RECEIVED

1. National Science Foundation, *(NSF-STEM-HSI)* #19-53699 Supplemental Award
   Grant Title: "*Supplemental Funding to Support the CHIPS and Science Act, 2022*"
   Grant Amount Awarded: $100,000 over 5 years **(2021-2025)**
   Principal Investigator (PI): Dr. Roberto Mejias, Co-PI Dr. Margie Massey
   Submission Date: June 15, 2023;Grant Awarded, August, 2023

2. National Science Foundation, *(NSF-CISE-MSI) #*22-19464 Computer and Information Science and
   Engineering Minority-Serving Institutions (Joint CSU Pueblo with University of Arizona project)
   Grant Title: *"Research Capacity Building for Artificial Intelligence (AI)-enabled Vulnerability
   Assessment and Remediation in Cyberinfrastructure"*
   Grant Amount Awarded $600,000 over 3 years **(2022-2025)**
   Principal Investigator (PI): Dr. Roberto Mejias, Co-PI, Dr. Hsinchun Chen (U-Arizona)
   Submission Date: Jan. 2022; Grant Awarded, July, 2022

3. National Science Foundation, *(NSF-STEM-HSI)* #19-53699 **''**Improving Undergraduate STEM Education
   for Hispanic Serving Institutions (HSIs)
   Grant Title: *Project PUENTE: "Partnerships in Undergraduate Education for New and
   Transferring Estudiantes"*
   Grant Amount Awarded: $2.5 Million over 5 years
   Principal Investigator (PI): Dr. Roberto Mejias,
   Submission Date: Sept. 15, 2019; Grant Awarded, April, 2020

3. *National Science Foundation, (NSF)* **19-520:** *Improving Undergraduate S*TEM Education for Hispanic
   Serving Institutions (HSIs)
   Grant Title: *Project PUENTE: "Partnerships in Undergraduate Education for New and
   Transferring Estudiantes"*
   Grant Amount Requested: $1.371 Million
   Principal Investigator (PI): Dr. Roberto Mejias, Co-PI, Dr. Margie Massey
   Submitted March 06, 2019; Grant Received "Good to Fair" Evals-Proposal Not funded

4. State of Colorado, Cyber Security and Block Chain Appropriation Grant (SB 18-086)
   Grant Title: *Cybersecurity and Block Chain-Distributed Ledger Initiative*
   Grant Amount Awarded: $1.2 Million over 3 years + 3 year extensions
   Principal Investigator (PI): Dr. Roberto Mejias, Co-PI, Dr. Bruce Raymond,
   Grant awarded, July, 2017 to June 2024 (Rolling $1.2 million / $200k per year)

5. National Science Foundation, (NSF) 19-520: Improving Undergraduate STEM Education for
   Hispanic Serving Institutions (HSIs)
   Grant Title: *Improving Workforce Recruitment in Software Development and Cybersecurity*
   Grant Amount Requested: $2.5 Million
   Principal Investigator (PI): Dr. Roberto Mejias; Co-PIs, Dr. Bruce Raymond
   Submission Date: March 6, 2019- Received Good to Fair Evals-Not funded

6. National Science Foundation (NSF) NSF 18-524: Improving Undergraduate STEM Education for
   Hispanic Serving Institutions (HSIs)
   Grant Title: *Building Capacity: Concentrated Learning Experiences for Acceleration, Retention in
   STEM* **Grant Amount Requested: $1,426,000**
   Principal Investigator (PI): Dr. Jonathan Poritz Co-PIs, Drs. Roberto Mejias, Yvonne Montoya,
   Submitted, March, 20180- Received Fair Evals-Not funded

7. U.S. National Security Agency (NSA), BAA-002-16,
    Grant 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 not funded for technical reasons

8. 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.
        Submitted, Oct. 18, 2016, *Not funded*

9. State of Colorado Cyber Security Grant Proposal
        Grant 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
        Grant funding postponed

10. National Science Foundation (NSF) U.S. CyberCorps, Scholarship for Service (SFS) Grant
        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- *not funded*

11. University of Arizona College; Technology and Research Initiative Fund (TRIF)
        Grant Title: Distance Learning Outreach Initiative for Online Information Assurance Courses
        (Development of Cyber Security NSA certificate courses for Eller Distance Learning program)
        Grant Amount Requested and Funded, $149,500
        Principal Investigators: Dr. Roberto Mejias, Lance Hoopes, MS.
        Submitted: January, 2009
        <mark>**Grant Awarded: $149,500 over 3 years**</mark>

Smaller University, College Level Grants

1. Arizona State University; Research for developing **Cyber Security Awareness Model** ($10,000), 2012

2. Arizona State University NSA-CNSS certification grant ($7,000). Certification of Acct 582 (Information
        Security) for NSA-CNSS certificate *#4016*, Feb. 2013.

3. Purdue University, Homeland Security Institute,
    > Title: Developing determinants of Cyber Threats, Cyber Attacks and Cyber Terrorism
    > **Grant Amount Requested and Funded: $10,000**
    > Principal Investigator (PI): Dr. Roberto Mejias, and Purdue-**CERIAS** (Center for Education and Research in Information Assurance and Security)
    > *Submitted, Jan, 2000*
    > **Grant Awarded: $10,000 for 2 years**

4. 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

5. 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

6. 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*

7. Univ. of Oklahoma Junior Faculty Competitive Research Program Grant 1997; $6,000
    > - only one of 24 University-wide grants awarded for new faculty

8. University of Oklahoma American Brands International Scholar 1997; $8,000
    > - replication UA GSS lab experiments at University of Valencia, University of Jaime, (Spain)

9. Ventana Corporation: Ventana GroupSystems Software License Grant 1996; $32,000
    > - grant received for site license to install Ventana GroupSystems Software at Univ of Oklahoma

10. 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. PoC (Point of Contact) for **NSA-CAE** designation for CSU Pueblo Cyber Security program
2. Colorado State University-Pueblo, *Director*, Cntr for Cyber Security, Education & Research **(CCSER)**
3. Coach, Mentor, Advisor, for CSU-Pueblo "CyberWolves" **NCL** cyber security competition
4. Association of Information Systems **(AIS)**
5. Information Systems Security Association **(ISSA),** Colorado Springs Chapter
6. National Cyber Watch **(NCW)** Center
7. Arizona State University- Center for Information Assurance (**CAE-IAE** certified); Associate member
8. Arizona State University Center for Advancing Business through I.T. **(CABIT)**
9. **ISACA** (Information System Audit and Control Association), Phoenix Chapter
10. University of Arizona, Associate Director, **Information Assurance-Security Education Center (IA-SEC); CAE-IAE** certified, Dept. of Management Information Systems.

11. Project Management Institute **(PMI)** associate
12. 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
13. Indiana University- Kelley School of Business – **SAGP and MS-IS** programs Mentor
14. Purdue University, Homeland Security Institute **(HSI)** associate
15. 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 *Journal (DSJ)* Board of Editors
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. OU-PCB Faculty Advisor: Hispanic Business Student's Association **(HBSA)**
21. 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, Sole Principal Investigator for designation for **NSA-CAE/CD** (National Security Agency, Center for Academic Excellence in Cyber Defense application (2016)
2. Colorado State University-Pueblo, *Director*, *Center for Cyber Security, Education and Research* **(CCSER)**
3. Colorado State University-Pueblo, Coach, Mentor, National Cyber League **(NCL)** (2015 to 2019)
4. Colorado State University-Pueblo, Latino Advisory Council (2014, 2017)
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
5. 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.

Dr. Bruce Reinig, Ph.D.
Interim Dean, Professor of Information Systems
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Dr. HsinChun Chen, Ph.D.
Regents Professor and Thomas Brown Chair of Management and Technology
Director, Founder, Dept. of MIS Artificial Intelligence Lab
Director, AZ CyberSecurity Fellowship Program
Eller College of Management, *The University of Arizona*
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Dr. Alan Dennis, Ph.D.
Professor of Information Systems, John T. Chambers Chair of Internet Systems
Past President, Association for Information Systems (AIS)
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Dean Emeritus, Krannert School of Management
Leeds Professor of Management, Avrum & Joyce Gray Director of Burton D. Morgan Center for Entrepreneurship
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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)
<mark>P.I. NSF-STEM-HSI Grant #19-53699; P.I. NSF-CISE-MSI Grant #22-19464</mark>
<mark>PoC for NSA-CAE-CDE designation</mark>
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 Pueblo (CSU-Pueblo), Director of the Center for Cyber Security Education & Research *(CCSER),* PoC and P.I. for CSU-Pueblo's designation as a **NSA-CAE** *(National Security Agency, Center of Academic Excellence*) institution, and the NCL (*National Cyber League*) Coach for the nationally ranked CSU-Pueblo "Cyber Wolves" cyber security team. Dr. Mejias has received several prestigious teaching excellence and service awards while at CSU-Pueblo. https://cyberskyline.com/data/power-ranking/spring-2023-national

Dr. Mejias is the P.I. for three (3) **NSF** grant awards: *NSF-STEM-HSI* grant (#19-53699; $2.5 Million) to facilitate the transfer of I.T. curriculum for under-represented community college students and females to attain STEM degrees in I.T. and cyber security; P.I. for NSF-CISE-MSI (*Computer and Information Science and Engineering Minority-Serving Institutions*) grant (#22-19464; $600K) for Building Artificial Intelligence-enabled Vulnerability Assessment and Remediation in Cyberinfrastructure (a joint CSU Pueblo-University of Arizona Collaboration)and the P.I. for *NSF-STEM-HSI* grant (#19-53699) $100K Supplemental Funding to Support the CHIPS and Science Act, 2022.

Previously, Dr. Mejias 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 **NSA-CAE** 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** 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 UA to become the first Hispanic-American faculty member to join the UA's MIS Dept. 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 Asst. Professor of Information Technology at *Purdue University* (Krannert School of Management) and an Asst. 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 25+ years (*U.S. News & World Report, 2022).*

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 area of teaching include Networks Architecture, Network & Telecomm, Information Security strategic planning, I.T. project management, and international applications of IT. All teaching areas have been offered at the undergraduate, graduate, MBA, MBA/Acct, and MBA 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 use of artificial intelligence for system vulnerability and mitigation, 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*), *the* Journal of Small Group Research (**SGR***)* in addition to international publications.

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, 2002, 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 inducted into the Purdue Iron Key.

While a faculty member at the **University of Oklahoma (OU)** (1995-2000), 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 grants to conduct cross-cultural research in Mexico (1996) and Hong Kong (1997) and received the 1996 and 1997 *American Brands International Research Award.* 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 the UA's Management Information Systems department. 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 Italian. He has ten years of professional industry experience with the IBM Corporation as an industrial engineer, manufacturing support engineer, manpower 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.