

CURRICULUM VITAE

DAVID KOCSIS, PH.D.

Education

Ph.D.	2018	Information Technology (Concentration: Information Systems); University of Nebraska at Omaha
M.S.	2009	MIS; University of Nebraska at Omaha
B.S.	2005	MIS; Bellevue University

Dissertation

Exploring Intention to Return to a Crowdsourcing Platform through Ethical Considerations, (2018), Co-Chairs: Dr. Gert-Jan de Vreede and Dr. Peter Wolcott

Fields of Interests

Collaboration Science and Crowdsourcing
Social Issues, Trust, and Privacy
Cybersecurity
Diversity and Inclusivity

Employment

Assistant Professor of Information Systems, University of Colorado Colorado Springs, since August 2019
Full-time Lecturer, California Polytechnic State University San Luis Obispo, September 2015 to June 2019
Research Associate, University of Nebraska at Omaha, January 2012 to September 2015
Adjunct Instructor, University of Nebraska at Omaha, 2014
Distributed Systems Engineer, First Data Corporation, 1996-2011

Refereed Publications or Other Creative Achievements

Journal Publications

- Prabhu, S., Dell, P., **Kocsis, D.**, Lew, T.Y. (2025). Beyond the Direct Impact of Sanctions and Subjective Norms in Cybersecurity. *Information and Computer Security*, Forthcoming. DOI: . Impact factor: 0.485.
- **Kocsis, D.**, Shepherd, M., Segal, D. (2025). Teaching Tip: Cyber Hygiene Training: Using a Salesforce Developer Module to Improve Student Online Behaviors. *Journal of Information Systems Education*, 36(2), 90-110. <https://doi.org/10.62273/CUEU6233>. Impact factor: 0.416.
- **Kocsis, D.**, & Xiong, J. (2022). A divide quantified—exploring the relationship between ICT infrastructure diffusion and income inequality. *Journal of Electronic Business & Digital Economics*, 1(1/2), 34-49. <https://doi.org/10.1108/JEBDE-09-2022-0033>. Impact factor: New journal.
- **Kocsis, D.**, de Vreede, T., & Alothaim, A. (2022, 2022/09/26). Happy to Continue: Satisfaction, Commitment, and Persistence to Use Technology-Supported Collaborative Work Practices. *Group Decision and Negotiation*, 31(5). <https://doi.org/10.1007/s10726-022-09795-w>. Impact factor: 2.928.
- **Kocsis, D.** (2019) A Conceptual Foundation of Design and Implementation Research in Accounting Information Systems. *International Journal of Accounting*

Information Systems, 34(2019), 100420.
<https://doi.org/https://doi.org/10.1016/j.accinf.2019.06.003>. Impact factor: 1.548.

Conference Proceedings and Workshops

- **Kocsis, D.**, Segal, D. The Behavioral and Management Side of Cybersecurity – Cyberhygiene, Cyberpsychology, and Impacting the Future Workforce. AMCIS 2022 TREOs, 79. https://aisel.aisnet.org/treos_amcis2022/79/.
- Xiong, J. & **Kocsis, D.** (2022). Incorporating Blockchain into Undergraduate Cybersecurity Curriculum-Best Practices and Recommendations. MWAIS 2022 Proceedings, 3. <https://aisel.aisnet.org/mwais2022/3>.
- **Kocsis, D.** (2020). Exploring the Relationship between IT Infrastructure and Income Inequality through Diffusion of Innovations Theory. Proceedings of the 53rd Annual Hawaii International Conference on System Sciences, 4493-4502.
- **Kocsis, D.** (2018). A Conceptual Foundation of Design and Implementation Research in Accounting Information Systems. 10th Annual Pre-ICIS Workshop on Accounting Information Systems, San Francisco, CA.
- **Kocsis, D.**, Vreede, G. J., de (2016). Towards a Taxonomy of Ethical Considerations in Crowdsourcing. AMCIS 2016 Proceedings, 10 pages. San Diego, CA.
- Reiter-Palmon, R., Sands, S., **Kocsis, D.**, Alothaim, A., Ligon, G., Harland, L., Derrick, D., de Vreede, G.J., & Jensen S. (2015 Aug.). Self-perception of creativity and creativity training. Paper presented at the 2015 American Psychological Association Annual Convention, Toronto, Ontario, Canada.
- **Kocsis, D.**, Alothaim, A., Vreede, T. de, Najjar, L., & Vreede, G. J. de. (2014). The antecedents of commitment towards collaborative work practice outcomes. Proceedings of the 47th Annual Hawaii International Conference on System Sciences, 510-519.
- Nguyen, C., Oh, O., **Kocsis, D.**, & Vreede, G. J. de. (2013). Crowdsourcing as Lego: Unpacking the Building Blocks of Crowdsourcing Collaboration Processes. Proceedings of the Thirty-Fourth International Conference on Information Systems, 9 pages.
- Tarrell, A., Tahmasbi, N., **Kocsis, D.**, Pedersen, J., Tripathi, A., Xiong, J., Oh, O., & Vreede, G. J. de. (2013). Crowdsourcing: A snapshot of published research. AMCIS 2013 Proceedings, 14 pages.
- Pedersen, J., **Kocsis, D.**, Tripathi, A., Tarrell, A., Weerakoon, A., Tahmasbi, N., Xiong, J., Deng, W., Oh, O., & Vreede, G. J. de. (2013). Conceptual foundations of crowdsourcing: A review of IS research. Proceedings of the 46th Annual Hawaii International Conference on System Sciences, 579-588.
- **Kocsis, D.**, Qureshi, S., & Xiong, J. (2012). Can information and communication technologies lead to community capital? An analysis of development. Pre-ECIS SigGlobDev Workshop.
- Xiong, J., Qureshi, S., & **Kocsis, D.** (2012). A grounded theory analysis of Information and Communication Technology (ICT) adoption in small businesses in the United States and China. Pre-ECIS SigGlobDev Workshop.

Chapters

- **Kocsis, D.**, Vreede, G.J. de, Briggs, R.O. (2015). Designing and Executing Effective Meetings with Codified Best Facilitation Practices. In S. Rogelberg, J. Allen, and N. Lehmann-Willenbrock (Eds.), *The Cambridge Handbook of Work Meetings*, New York, NY: Cambridge University Press.

Non-Refereed Publications or Other Creative Achievements

- Báez, J.C., Berning, J., Brown, P., Christensen, T., Christiansen, S., Church, M., Daniels, B., Farney, T., Gorder, P., Jimenez, C., Key, M., Khan, F., **Kocsis, D.**, Lee, J., Mendez, S., Skop, E., Song, H., Smith, J.L., Wehrman, J., Winters, R. & Witkowsky, P. (2023). *Scholarship Reconsidered: A UCCS Promotion Think Tank White Paper*. University of Colorado Colorado Springs.
- **Kocsis, D.** & Vreede, G.J. de. (2015, March). *A Theory of Ethical Concerns and Considerations in Crowdsourcing*. Poster presented at the 9th Annual Collaboration Science Seminar. Omaha, NE.
- **Kocsis, D.** & Vreede, G.J. de. (2015, March). *A Theory of Ethical Concerns and Considerations in Crowdsourcing*. Poster presented at the 7th annual Research and Creative Activity Fair. University of Nebraska at Omaha.
- Sands, S., **Kocsis, D.**, Reiter-Palmon, R., Alothaim, A., Ligon, G., Derrick, D., Harland, L., Vreede, G. J. de, & Jensen, S. (2013, November). *Using case-based learning for leadership development in rural communities*. Poster presented at the annual Rural Futures Conference, Lincoln, NE.
- Reiter-Palmon, R., Arreola, N., & **Kocsis, D.** (2013). Drivers of Employee Engagement in the Customer Service Organization: Results of Focus Groups Conducted on Behalf of Black Hills Corporation in Response to 2012 SpeakUp Survey.
- Reiter-Palmon, R., Arreola, N., & **Kocsis, D.** (2013). Drivers of Employee Engagement in the Nebraska Field Techs Workgroup: Results of Focus Groups Conducted on Behalf of Black Hills Corporation in Response to 2012 SpeakUp Survey.

Presentations at Professional Meetings

- The Behavioral and Management Side of Cybersecurity – Cyberhygiene, Cyberpsychology, and Impacting the Future Workforce. Americas Conference on Information Systems (AMCIS), Minneapolis, MN, August 11, 2022.
- *Incorporating Blockchain into Undergraduate Cybersecurity Curriculum-Best Practices and Recommendations*. Midwest Association for Information Systems (MWAIS) Conference, Omaha, NE, May 16, 2022.
- *Exploring the Relationship between IT Infrastructure and Income Inequality through Diffusion of Innovations Theory*. 53rd Annual Hawaii International Conference on System Sciences (HICSS) 2020, Maui, HI, January 8, 2020.
- *A Conceptual Foundation of Design and Implementation Research in Accounting Information Systems*. 10th Annual Pre-ICIS Workshop on Accounting Information Systems, San Francisco, CA, December 12, 2018.
- *Inroads to Engaging iGeneration Students in Innovative IS Education: Lessons Learned in the Trenches*. Americas Conference on Information Systems (AMCIS) 2017, Boston, MA, August 11, 2017. Panel Member.
- *Towards a Taxonomy of Ethical Considerations in Crowdsourcing*. Americas Conference on Information Systems (AMCIS) 2016, San Diego, CA, August 13, 2016.
- *Crucial Collaboration Concepts*, Union Pacific Functional Management Team presentation, Omaha, NE, May 19, 2015.
- *Collaboration Technology & Processes: Experiencing the Value of Computer-supported Group Work*, Academy of Excellence, University of Nebraska at Omaha, 2013, 2014, 2015.

- *Crowdsourcing: A Snapshot of Published Research*, Americas Conference on Information Systems (AMCIS) 2013, Chicago, IL, August 16, 2013.
- *Collaboration Engineering: Achieving Repeatable Team Success*, 2014 APICS Seminar, Gretna, NE, May 16, 2014.
- *Can Information and Communication Technologies Lead to Community Capital? An Analysis of Development*, Pre-ECIS SigGlobDev Workshop, Barcelona, Spain, June 10, 2012.
- *A Survey of the Current State of Crowdsourcing Research in IS*, The Center for Collaboration Science Seminar, Omaha, NE, April 13, 2012.

Manuscripts under Review or Revision

- Suntwal, S., **Kocsis, D.**, Shepherd, M. Mapping Industry-Specific Cyber Vulnerabilities Through Rational Choice Theory Analysis. *Journal of Information Security and Applications*. Submitted May 2025. Currently under review.
- **Kocsis, D.**, Vreede, G. J., de, Tahmasbi, N. Harnessing Trust and Engaging with the Online Workforce: An Examination of Crowdworkeer Values. *Journal of Information, Communication & Ethics in Society*. Submitted June 2025. Currently under review.

Works in Progress

- **Kocsis, D.** Generalizing Cyber Hygiene: Cleaning up and Consolidating Existing Research. *Computers & Security*. Submission expected Fall 2024.
- **Kocsis, D.** Developing Cyber Hygiene Theory—A Meta-analysis of Cyber Hygiene Research. *Computers & Security*. Submission expected Spring 2025.
- **Kocsis, D.**, Xiong, J., Alothaim, A. Linking Individual Perceptions with Institutional Privacy Assurances: A Replication Study in a Multi-national Context. *AIS Transactions on Replication Research*. Submission expected Summer 2025.

Honors, Grants, and Fellowship

- Winner of the 2023-2024 UCCS college of business “The AABY” award, given to one faculty or staff member who exemplifies an “Altruistic Attitude and Behavior Yardstick.”
- Winner of the 2022 Outstanding Teacher Award, College of Business, University of Colorado Colorado Springs.
- Nominee for 2022 Outstanding Faculty Member Award, College of Business, University of Colorado Colorado Springs.
- 2021-2022 Academic Year Cybersecurity Initiative Seed Grant: The Behavioral and Management Side of Cybersecurity—Cyberhygiene, Cyberpsychology, and Impacting the Future Workforce. February 2022, \$6,200. Principal Investigator.
- Faculty Minority Affairs diversity grant on diversity and inclusivity in the Information Technology (IT) and Information Systems (IS) fields, \$250, November 5, 2019.
- Terrance Harris Award for Excellence in Mentorship, California Polytechnic State University, 2019.
- Outstanding Faculty in Information Systems, California Polytechnic State University, 2018-2019 academic year.
- \$2500 mini-grant from the Orfalea College of Business at California Polytechnic State University for “Harnessing Trust and Engaging with the Online Workforce.” June 16 – September 1, 2018. Principal Investigator.

- Finalist for the *de Werd Award for Impact on Student Success* (2018), presented by the Orfalea College of Business student ambassadors.
- \$5000 stipend for IDEA (Institute for Diversity in Education and Advocacy) workshops. The IDEA workshops encompassed learning more about how diversity and inclusivity intersect with educational practices, connecting diversity topics in teaching and learning, followed by a course (re)design workshop. My application focused on the gender gap in the Information Technology industry, and the digital divide regarding race, socio-economic class, and geography. June 20 – December 1, 2016.
- \$5000 grant from the UNO Graduate Research and Creative Activity (GRACA) review committee for “A Theory of Ethical Concerns and Considerations in Crowdsourcing.” April 1, 2014 – March 1, 2015. Principal Investigator.
- Winner of the 2014 Anjuman Changez Memorial Award for Determination and Dedication in Doctoral Study, an annual award that recognizes a Ph.D. student in the UNO College of IS&T, who, in addition to conducting his/her research, illustrates determination, dedication, and perseverance during doctoral studies.

Significant Professional Development Activities

- The Center for Teaching, Learning, and Technology’s summer workshop: “Flipping your Classroom.” August 2018.
- Amazon Web Services (AWS) Certified Cloud Practitioner. July 2018.
- Institute for Diversity in Education and Advocacy (IDEA) workshops. The IDEA workshops encompassed learning more about how diversity and inclusivity intersect with educational practices, connecting diversity topics in teaching and learning, followed by a course (re)design workshop. Summer and Fall, 2016.
- The Center for Teaching, Learning, and Technology summer writing retreats in 2016, 2017, and 2018.
- Orfalea College of Business workshop: “Crafting Better Presentation Assignments.” April 14, 2016.

Professionally Related Service

Service for the University

- Moderator for UCCS Economic Forum panel on Small Business Development, Colorado Springs, CO. September 26, 2024.
- College of business bylaws task force, May to August 2024.
- Co-chair of the UCCS college of business faculty assembly since November 2023.
- GPS College Open House for COB, October 18, 2023
- Member of Project CREST Scholarship Reconsidered Think Tank, October 2022-January 2023.
- Dissertation Committee Member for Executive Doctorate of Business Administration student Kamille Kemp. 2023 – Present.
- Dissertation Chair for Executive Doctorate of Business Administration student Gregg Graham. 2022 – Present.
- College of Business representative on the Council on Inclusive Belonging. September 2022 to present.
- UCCS Faculty Equity and Inclusion Committee, College of Business representative. August 2020 – present.
- College of Business Inclusivity, Equity, and Belonging Working Group. August 2020 – present. Working group co-chair since August 2021.

- Candidate search - Assistant or Associate Professor of Cybersecurity Management, November – December 2021.
- UCCS Cyber Scholarship Committee. Review applications and determine scholarship winners, June 2021, 2022, 2023, 2024.
- UCCS El Pomar Institute for Innovation & Commercialization (EPIIC). Recorded three videos on Business IT Systems for the Scale to \$1 Million Startup Program, April 2021.
- UCCS Cybersecurity Seed Grant Committee, COB representative, December 2020.
- College of Business Technology Advisory Committee. October 2020 – June 2022.
- College of Business Graduate Team Committee. January to May 2020.
- Addressing Challenges to Infuse Diversity and Inclusivity Topics into Course Content. The Center for Teaching, Learning, and Technology's Instructional Innovation Showcase. San Luis Obispo, CA, February 14, 2017.
- Working Personnel Action File Mentor, Newer Faculty Community Breakfast, hosted by the Center for Teaching, Learning, and Technology, California Polytechnic State University, December 16, 2016.

Conference organization

- Co-chair for Organizational Cybersecurity: Advanced Cyber Defense, Cyber Analytics, and Security Operations minitrack at HICSS-58 and HICSS-59 (2024-2025).
- Co-organizer for Front Range Information Systems Seminar (FRISS), October 2023 and 2024.
- Hawaii International Conference on System Sciences (HICSS), Collaboration Systems and Technologies (2013, 2014).
 - Minitrack - Processes and Technologies for Small and Large Team Collaboration.
 - Minitrack - Working and Gaming in 3D Virtual environments.
- Member of the 2013 CCS Research Seminar Organization Committee.
- Member of the 2013 IADIS International Conference on Collaborative Technologies Committee.
- Member of the International Conference on Social Eco-Informatics Technical Program Committee (SOTICS 2013, 2014, 2015).
- Member of CRIWG 2014 Program Committee.
- Member of the Scientific Committee of the Web Based Communities and Social Media Conference 2014 and 2015, part of the IADIS Multi Conference on Computer Science and Information Systems (MCCSIS 2014, 2015)

Editorial Positions

- Editorial Board Member, Journal of Information Systems Education (2025-present).
- Editorial Review Board Member, International Journal of E-Collaboration (2018-2019).

Reviewing

Journals:

- International Journal of Accounting Information Systems (2020-present).
- Information (2025)

- Journal of Electronic Business & Digital Economics (2025)
- International Journal of Accounting and Information Management (2024)
- Journal of Accounting Literature (2024)
- Economies (2023)
- Journal of Electronic Business & Digital Economics (2022)
- ACM Transactions on Social Computing (2022)
- Sage Open (2021)
- Journal of Big Data: Theory and Practice (2021).
- Group Decision and Negotiation (2012, 2013, 2018 – 2022, 2024).
- Information Technology & People (2020).
- International Journal of E-Collaboration (2018 - 2021).
- IT for Development (2012, 2013).

Conferences:

- Hawaii International Conference on System Sciences (HICSS) (every year since 2013).
- Midwest Association for Information Systems (MWAIS) (2022).
- Americas Conference on Information Systems (AMCIS) (2013, 2015, 2019, 2022).
- Group Decision and Negotiation Conference (2019).
- Web Based Communities and Social Media (WBC), part of the IADIS Multi Conference on Computer Science and Information Systems (MCCSIS 2014, 2015).
- International Conference on Social Eco-Informatics (SOTICS) (2013 - 2015).
- European Conference on Information Systems (ECIS) (2013, 2014).
- Pacific Asia Conference on Information Systems (PACIS) (2014).
- International Conference on Collaboration and Technology (CRIWG) (2014).
- International Conference on Information Systems (ICIS) (2014).
- International Association for Development of the Information Society (IADIS) (2013).
- 7th International Research Workshop on IT Project Management (IRWITPM, pre-ICIS workshop) (2012).

Memberships in Professional Societies

Association for Information Systems (AIS)

AIS Social Inclusion Special Interest Group

Teaching, Mentoring and Curricular Achievements

Teaching

Information Systems and Business Intelligence Impact

Data Communications and Networking

Information Technology Integration

Mentoring and Advising

- Dissertation Committee Member for Executive Doctorate of Business Administration student Kamille Kemp. 2023 – Present.
- Dissertation Chair for Executive Doctorate of Business Administration student Gregg Graham. 2022 – Present.
- Faculty Advisor: Salesforce Student Group at Cal Poly (2018-2019).

- Mentored Christian Parker, President of the student-led Information Systems Association, on his Cal Poly Senior Project: Application of Group Support Systems and Co-Creation Meetings for the Information Systems Association (2016).

Invited lectures

- Cybersecurity programs, grants, and future. Presentation to legislators at the Kevin W. O'Neil Cybersecurity Education and Research Center, Colorado Springs, November 15, 2023.
- Cyber Hygiene Behaviors: Updates and Future Work. UCCS COB EDDBA residency session, UCCS Downtown, Colorado Springs, March 10, 2023.
- Cyber Hygiene Behaviors: Updates and Future Work. Cybersecurity Research Exchange, Kevin W. O'Neil Cybersecurity Education and Research Center, Colorado Springs, March 9, 2023.
- Cybersecurity at the College of Business, Cybersecurity, presentation for NSA Academic Liaison, Kevin W. O'Neil Cybersecurity Education and Research Center, Colorado Springs, August 18, 2022.
- On The Behavioral and Management Side of Cybersecurity – Cyber Hygiene, Cyber Psychology, and Impacting the Future Workforce, Cybersecurity Research Exchange, The Catalyst Campus for Technology & Innovation, Colorado Springs, April 18, 2022.
- On The Behavioral and Management Side of Cybersecurity – Cyber Hygiene, Cyber Psychology, and Impacting the Future Workforce, University of Colorado – Colorado Springs College of Business Cybersecurity Seed Grant project presentations, April 1, 2022.
- Executive Doctorate of Business Administration Research Discussion, University of Colorado – Colorado Springs, November 12, 2021.
- Faculty Minority Affairs Committee New Research Series – Virtual research discussion on the intersection of ethics and cybersecurity, facilitated by Kimbra Smith, University of Colorado – Colorado Springs, February 23, 2021.
- The Great Ideas for Teaching (GIFT) Exchange Fall 2020 – Creating an Integrated Course through Meaningful Engagement. Faculty panel facilitated by Angie Dodson, University of Colorado – Colorado Springs. November 12, 2020.
- Design Science Research suggestions for aspiring Accounting researchers and graduate students. Fecap University, Sao Paulo, Brazil – Professor Tiago Nascimento Borges Slavov. Recorded lecture, August 25, 2020.
- Diversity, Inclusivity, and Implicit Bias: Especially the IT Industry and Silicon Valley. Management, HR, and Information Systems department research meetings. San Luis Obispo, CA, November 16, 2018.
- Addressing Challenges to Infuse Diversity and Inclusivity Topics into Course Content. The Center for Teaching, Learning, and Technology's Instructional Innovation Showcase. San Luis Obispo, CA, February 14, 2017.
- ThinkTank 4 training – usage, best practices, and facilitation, University of Nebraska at Omaha, 2014 (Graduate Course on Facilitation of Collaborative Problem Solving, Gert-Jan de Vreede).
- On facilitation in electronic meetings and Group Support Systems, University of Nebraska at Omaha, 2014 (Course on Principles of Collaboration, Triparna de Vreede).
- On collaboration, collaboration engineering, and collaboration technology, University of Nebraska at Omaha, Fall 2014 and Spring 2015 (Undergraduate Marketing Course on Supply Chain Management, John Hafer).
- On best practices and success factors for doctoral students, University of Nebraska at Omaha, 2014 (Course on IT Research, Teaching, and Service, Gert-Jan de Vreede).

- On stakeholder impact analysis in developing solutions to distributing HIV drugs in developing countries, using ThinkTank. University of Nebraska at Omaha, 2013 (Two MBA courses on Policy, Planning, & Strategy, Rebecca Morris).
- On collaboration principles and technology, University of Nebraska at Omaha, 2014 (International Professional Development seminar, Sue Aschinger).
- On facilitation in electronic meetings and Group Support Systems, University of Nebraska at Omaha, 2012 (Course on Managerial Decision Making, Victoria Kennel).
- On developing book chapters and responsibilities using ThinkTank. University of Nebraska at Omaha, 2012 (Course on Principles of Collaboration, Ginamarie Ligon).