

# GURVIRENDER P. S. TEJAY

Associate Professor of Information Systems  
College of Business  
University of Colorado Colorado Springs

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## RESEARCH INTERESTS

Cybersecurity Management  
Information Privacy  
Computer Ethics

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## EDUCATION

### Virginia Commonwealth University

2003-2008 Ph.D., Business (Information Systems)  
Dissertation: Shaping Strategic Information Systems Security Initiatives in Organizations

### The University of Chicago

2002-2003 M.S., Computer Science

### University of Wisconsin at Milwaukee

2001-2002 M.A., Economics  
1999-2000 B.A., Economics, *Magna cum laude*

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## ACADEMIC EXPERIENCE

- 2019-present Associate Professor of Information Systems, College of Business, University of Colorado Colorado Springs, Colorado, USA
- 2016-2019 Associate Professor, Gary Goldbloom Endowed Distinguished Chair in Cyber Security Management, Gus Machado School of Business, St. Thomas University, Florida, USA
- 2016-2018 Program Director - Cyber Security Management, Gus Machado School of Business, St. Thomas University, Florida, USA
- 2016-2019 Director, Center for Cyber Security Studies, St. Thomas University, Florida, USA
- 2015-2016 Associate Professor, College of Engineering and Computing, Nova Southeastern University, Florida, USA
- 2013-2015 Chair, IS Curriculum Committee, Graduate School of Computer and Information Sciences, Nova Southeastern University, Florida, USA

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| 2012      | Visiting Research Scientist, Center for Advanced Management Studies, Ludwig-Maximilian-University Munich, Germany                 |
| 2011-2015 | Associate Professor, Graduate School of Computer and Information Sciences, Nova Southeastern University, Florida, USA             |
| 2007-2011 | Assistant Professor, Graduate School of Computer and Information Sciences, Nova Southeastern University, Florida, USA             |
| 2003-2007 | Instructor - Summer Semester, Department of Information Systems, School of Business, Virginia Commonwealth University, USA        |
| 2003-2007 | Graduate Teaching Assistant, Department of Information Systems, School of Business, Virginia Commonwealth University, USA         |
| 2001-2002 | Graduate Teaching Assistant, Department of Economics, College of Letters and Sciences, University of Wisconsin at Milwaukee, USA. |

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## TEACHING EXPERIENCE

### **Doctoral** (St. Thomas University; Blended courses)

1. Scientific Inquiry for Information Security
2. Information Security Management Seminar
3. Information Privacy Seminar
4. Research Design in Business Administration

### **Doctoral** (Nova Southeastern University; Blended courses)

1. Information Security Management
2. Knowledge Management
3. Privacy
4. Research Project in Information Security Management
5. Research Project in Knowledge Management
6. Directed Research

### **Master's** (St. Thomas University; On-campus courses)

1. Advanced Information Systems
2. Cyber Security Governance
3. Cyber Security Management Law
4. Cyber Security Risk Management
5. Cyber Security Technologies
6. Ethical Hacking & Intrusion Detection
7. Enterprise Information Security
8. Information Privacy
9. Information Ethics
10. Seminar in Cyber Security Management

**Master's** (Nova Southeastern University; Online and on-campus courses)

1. Information Security Governance
2. Information Security Management
3. Information Security Policy, Privacy and Ethics
4. Information Systems Project Management
5. Information Security Project

**Undergraduate** (Virginia Commonwealth University; On-campus courses)

1. Introduction to Object Oriented Programming
2. Database Systems
3. Systems Analysis and Design
4. Projects in JAVA
5. Information Systems Planning
6. Introduction to Information Systems

**Teaching Assistant**

*Virginia Commonwealth University*

1. Principles of Information System Security (Graduate course)
2. Information Systems and Knowledge Management (Graduate course)
3. Analysis and Design of Database Systems (Graduate course)
4. Business Process Engineering (Undergraduate course)
5. Database Systems (Undergraduate course)
6. Business Information Systems (Undergraduate course)

*University of Wisconsin, Milwaukee*

1. Introduction to Economics (Undergraduate)
2. Principles of Microeconomics (Undergraduate)

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**REFEREED JOURNAL PUBLICATIONS**

8. Gray, J., and G. Tejay (2018). "Introducing Virtue Ethics Concepts into the Decision Processes of Information Systems Trusted Workers: A Delphi Study." *International Journal of Information and Computer Security* (In press).
7. Mohammed, Z., Tejay, G. and J. Squillace (2017). "Utilizing normative theories to develop ethical actions for better privacy practices." *Journal of Information Privacy and Security*, DOI: 10.1080/15536548.2017.1419018.
6. Mohammed, Z., and Tejay, G. (2017). "Examining privacy concerns and ecommerce adoption in developing countries: The impact of culture in shaping individuals' perceptions toward technology." *Computers & Security*, Volume 67, pp. 254-265.
5. Barton, K., Tejay, G., Lane, M., and Terrell, S. (2016). "Information system security commitment: A study of external influences on senior management." *Computers & Security*, Volume 59, June, pp. 9-25.
4. Otero, A. R., Ejnoui, A., Otero, C. E., and Tejay, G. (2013). "Evaluation of Information Security Controls in Organizations by Grey Relational Analysis."

*International Journal of Dependable and Trustworthy Information Systems*, Volume 2, Issue 3, pp. 36-54.

3. Gritzalis, D., and Tejay, G. (2013). "Cybercrime." Editorial, Special Issue on Cybercrime, *Computers & Security*, Volume 38, October, pp. 1-2.
2. Tejay, G., and Shoraka, B. (2011). "Reducing Cyber Harassment Through de jure Standards: A study on the lack of the information security management standard adoption in the U.S." *International Journal of Management and Decision Making*, Special Issue on Cyber Harassment Impacts on Corporations and Corporate Valuation, Volume 11, Issue 5/6, pp 324-343.
1. Dunkerley, K., and Tejay, G. (2010). "Theorizing Information Security Success: Towards Secure E-Government." *International Journal of Electronic Government Research*, Volume 6, Issue 3, pp 31-41.

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## REFEREED CONFERENCE PUBLICATIONS

31. Tejay, G., and Charif, A. (2017). "Contextualizing Secure Information System Design: A Socio-Technical Approach." *Proceedings of the Derald Roode Workshop on Information Systems Security Research IFIP WG8.11/WG11.13*, St. Pete Beach, FL, USA, October 6-7, 2017.
30. Tejay, G., and Mohammed, Z., (2017). "Understanding Privacy-Related Decisions Through Individuals' Neural Disposition: A Neuroscience Study." *Proceedings of the Derald Roode Workshop on Information Systems Security Research IFIP WG8.11/WG11.13*, St. Pete Beach, FL, USA, October 6-7, 2017.
29. Tejay, G., and Sedlak, D. (2016). "Improving Information Security Through Reduced Incongruity of Risk Perceptions: A Dialogical Action Research study." *Proceedings of the Derald Roode Workshop on Information Systems Security Research IFIP WG8.11/WG11.13*, Albuquerque, NM, USA, October 7-8, 2016.
28. Tejay, G., and Charif, A. (2016) "Designing Secure Information Systems: A Context Based Approach." *Proceedings of 25<sup>th</sup> International Conference on Information Systems Development*, Katowice, Poland, August 24-26, 2016.
27. Mohammed, Z., and Tejay, G. (2015). "The Role of Cognitive Disposition in Deconstructing the Privacy Paradox: A Neuroscience Study." *AMCIS 2015 Proceedings*, Puerto Rico, USA, August 13-15, 2015.
26. Winkfield, M.A., and Tejay, G. (2015). "How CISOs Can Become Effective Leaders? A Path-Goal Approach." *Proceedings of SIGLEAD Pre-ICIS 2015 workshop*, Association of Information Systems Special Interest Group on IS Leadership, Ft. Worth, Texas, USA, December 13, 2015.

25. Gray, J., and Tejay, G. (2014). "Development of Virtue Ethics Based Security Constructs for Information Systems Trusted Workers." *Proceedings of the 9th International Conference on Cyber Warfare and Security (ICCWS-2014)*, Lafayette, Indiana, USA, March 24-25, 2014.
24. Tejay, G., and Barton, K. (2013). "Information System Security Commitment: A Pilot Study of External Influences on Senior Management." *Proceedings of the 46th Annual Hawaii International Conference on System Sciences (HICSS'13) 2013*, Maui, Hawaii, USA, January 7-10, 2013.
23. Tejay, G., and Zadig, S. (2012). "Investigating the Effectiveness of IS Security Countermeasures Towards Cyber Attacker Deterrence." *Proceedings of the 45th Annual Hawaii International Conference on System Sciences (HICSS'12) 2012*, Maui, Hawaii, USA, January 4-7, 2012.
22. Otero, A. R., Tejay, G., Otero, L. D., and Ruiz, A. (2012). "A Fuzzy Logic-based Information Security Control Assessment for Organizations." *Proceedings of IEEE Conference on Open Systems*, Kuala Lumpur, Malaysia, October 21-24, 2012.
21. Ejnoui, A., Otero, A. R., Tejay, G., Otero, C. E., and Qureshi, A. (2012). "A Multi-Attribute Evaluation of Information Security Controls in Organizations Using Grey Systems Theory." *Proceedings of the 2012 International Conference on Security and Management*, SAM 2012, Las Vegas, Nevada, USA, July 16-19, 2012.
20. Tejay, G., and Lee, A.S. (2011). "A Theory Explaining How an Organization Can Live Up to the Letter, But Not the Spirit, of an Information Security Initiative." *Proceedings of the Dewald Roode Workshop on Information Systems Security Research IFIP WG8.11/WG11.13*, Blacksburg, Virginia, USA, September 23-24, 2011.
19. Dunkerley, K., and Tejay, G. (2011). "A Confirmatory Analysis of Information Systems Security Success Factors." *Proceedings of the 44th Annual Hawaii International Conference on System Sciences (HICSS'11) 2011*, Kauai, Hawaii, USA, January 4-7, 2011.
18. Sedlak, D., and Tejay, G. (2011). "Analyzing Information Security Failure in a Healthcare Organization: A case study." *Proceedings of the 42nd Annual Meeting of the Decision Sciences Institute*, Boston, Massachusetts, USA, November 19-22, 2011.
17. Sedlak, D., and Tejay, G. (2011). "Improving Information Security Through Technological Frames of Reference." *Proceedings of the 14th Southern Association for Information Systems Conference*, Atlanta, Georgia, USA, March 25-26, 2011.
16. Thorogood, M., and Tejay, G. (2010). "Utilizing End-user Requirements to Inform the Knowledge Supply Strategies of IT Project Teams." *AMCIS 2010 Proceedings*, Lima, Peru, August 12-15, 2010.
15. Bess, D., and Tejay, G. (2010). "Aligning Information Security Program Objectives and Deployment with Organizational Culture for Increased Success." *Proceedings of*

*the 41<sup>st</sup> Annual Meeting of the Decision Sciences Institute*, San Diego, California, USA, November 20-23, 2010.

14. Zadig, S., and Tejay, G. (2010). "Securing IS Assets through Hacker Deterrence: A Case Study." *Proceedings of the fifth IEEE eCrime Researchers Summit 2010*, Dallas, Texas, USA, October 18-20, 2010.
13. Dunkerley, K., and Tejay, G. (2009). "Developing an Information Systems Security Success Model for E-Government Context." *AMCIS 2009 Proceedings*, San Francisco, California, USA, August 6-9, 2009.
12. Doss, G., and Tejay, G. (2009). "Developing Insider Attack Detection Model: A Grounded Approach." *Proceedings of IEEE Intelligence and Security Informatics 2009*, Dallas, Texas, USA, June 8-11, 2009.
11. Horcher, A., and Tejay, G. (2009). "Building a Better Password: The Role of Cognitive Load in Information Security Training." *Proceedings of IEEE Intelligence and Security Informatics 2009*, Dallas, Texas, USA, June 8-11, 2009.
10. Doty, R.L., and Tejay, G. (2009). "Use of Computer-Forensic Tools as a Facilitator for Better Security and Privacy Practices: Exploring "Presumption of Guilt" Syndrome." *Proceedings of the 40<sup>th</sup> Annual Meeting of the Decision Sciences Institute*, New Orleans, Louisiana, USA, November 14-17, 2009.
9. Ball, A., and Tejay, G. (2009). "Investigating the Influence of Privacy Risk Beliefs and Other Factors on Users' Intention to Provide Personal Information Online." *Proceedings of ISOneWorld 2009*, Las Vegas, Nevada, USA, April 15-17, 2009.
8. Tejay, G., and Dhillon, G. (2008). "Understanding Perceptions of Information System Security Risk for Organizational Change: A Case Study." *Proceedings of the International Federation for Information Processing (IFIP) Working Group 11.1 Eleventh Annual Working Conference on Information Security Management*, Richmond, Virginia, USA, October 16-18, 2008.
7. Dhillon, G., Tejay, G., and Hong, W. (2007). "Identifying Governance Dimensions to Evaluate Information Systems Security in Organizations." *Proceedings of the 40th Annual Hawaii International Conference on System Sciences (HICSS'07) 2007*, pp.157b, Waikoloa, Hawaii, USA, January 3-6, 2007.
6. Tejay, G. (2006). "Identifying Information Systems Security Requirements for Different Organizational Forms: A Transactions Cost Approach." *AMCIS 2006 Proceedings*, Paper 412, Acapulco, Mexico, August 4-6, 2006.
5. Lapke, M., Tejay, G., and Weistroffer, R. (2006). "Integrating Security in Information Systems Development Approach: A Socio-technical View." *Proceedings of the Fifth Annual Security Conference*, Las Vegas, Nevada, USA, April 19-20, 2006.

4. Tejay, G., Dhillon, G., and Chin, A.G. (2005). "Data Quality Dimensions for Information Systems Security: A Theoretical Exposition." Invited paper, *Proceedings of the International Federation for Information Processing (IFIP) WG 11.1 & WG 11.5 Joint Working Conference on Security Management, Integrity, and Internal Control in Information Systems*, pp 21-39, Fairfax, Virginia, USA, December 1-2, 2005.
3. Tejay, G. (2005). "Making Sense of Information Security Standards." *AMCIS 2005 Proceedings*, Paper 450, Omaha, Nebraska, USA, August. 11-14, 2005.
2. Tejay, G., and Dhillon, G. (2005). "Developing Measures of Information Security Culture." *Proceedings of the Annual Workshop on E-Business 2005*, Las Vegas, Nevada, USA, December 10, 2005.
1. Tejay, G. (2004). "Information Security Standards." *Proceedings of the Fourth Annual Security Conference*, Las Vegas, Nevada, USA, April 2004.

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## BOOK CHAPTERS

4. Dunkerley, D., and Tejay, G. (2012). Theorizing Information Security Success: Towards Secure E-Governments. In the *Technology Enabled Transformation of the Public Sector: Advances in E-Government*. Ed: Weerakkody, V., IGI Global.
3. Dunkerley, D., and Tejay, G. (2011). A Conceptualization of Information Systems Security Success. In the *Measuring Organizational Information Systems Success: New Technologies and Practices*. Ed(s): Belkhamza, Z., and Wafa, S.A., IGI Global.
2. Zadig, S., and Tejay, G. (2011). Emerging Cybercrime Trends: Legal, Ethical, and Practical Issues. In the *Investigating Cyber Law and Cyber Ethics: Issues, Impacts and Practices*. Ed(s): Dudley, A., Braman, J., and Vincenti, G., IGI Global.
1. Tejay, G. (2007). Information Systems Security Standards. In *The Principles of Information Systems Security: Text and Cases*. Eds. Dhillon, G., New York, John Wiley Publications, ISBN: 978-04714-505-66.

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## PRESENTATIONS

30. Tejay, G. (2019). "Cybersecurity Leadership Through Education: Nurturing Diversity Inclusion", (ISC)2 Miami Chapter, Florida, March 9, 2019.
29. Tejay, G. (2017). "Cyber Security Education Programs: Case of St. Thomas University", Cyber Threats in Healthcare conference, South Florida Hospital & Healthcare Association, Miami, Florida, November 30, 2017.
28. Tejay, G. (2017). "Cyber Security Management Education in South Florida," FBI InfraGard South Florida Annual Event, Miami, Florida, November 8, 2017.

27. Tejay, G. (2017). "Cyber Security Education for Management." Presented at Mobile Technology Consortium Meeting, Florida International University, Miami, FL, USA, September 22, 2017.
26. Winkfield, M., Parrish, J., and Tejay, G. (2017). "Information Systems Security Leadership: An Empirical Study of Behavioral Influences." Emergent Research Forum, *Americas Conference on Information Systems 2017*, Boston, MA, USA, August 10-12, 2017.
25. Tejay, G. (2017). "Educating Next Generation Cyber Security Professionals," Annual General Meeting, ISACA South Florida, Plantation, Florida, June 7, 2017.
24. Tejay, G. (2017). "Developing Meaningful Cyber Security Education Programs", IT Governance in Government Conference, Fort Lauderdale, Florida, May 19, 2017.
23. Tejay, G. (2017). "Cyber Security Education for Engaged Practitioners", 9<sup>th</sup> Annual WOW conference, ISACA South Florida, Miami, Florida, USA, April 21, 2017.
22. Tejay, G. (2016) "Turbulent Times for Cyber: Cyber Patriots and Cyber Warriors to the Rescue." Miami-Dade County Public Schools, National Academy Foundation, Miami, Florida, USA, November 2016.
21. Tejay, G. (2016). "Cyber Security Risk Analysis Opportunity." United Way *Agency Executive Director's Luncheon*, Miami, Florida, USA, September 15, 2016.
20. Tejay, G. (2016). "Advice on Writing Statement of Purpose for College Applications." College Fair, Broward College, Fort Lauderdale, 2016.
19. Tejay, G. (2016). "Unbundling College Rankings." Presented to Provost's Executive Council, St. Thomas University, Miami, June 29, 2016.
18. Offor, P., and Tejay, G. (2016). "Examining Information Privacy Paradox Through Cognitive Perspective." Poster presented at 24<sup>th</sup> *European Conference on Information Systems 2016*, Istanbul, Turkey, June 12-15, 2016.
17. Tejay, G. (2016). "Graduate Professional Cyber Security Education Programs", 9<sup>th</sup> Annual WOW conference, ISACA South Florida, Miami, Florida, USA, February 26, 2016.
16. Tejay, G. (2016). "Arrival of Spring for Cyber Security? Developing CyberPatriots and CyberWarriors." *Miami Dade STEM Initiative*, Miami, Florida, USA, February 2, 2016.
15. Tejay, G. (2016). "Value of Executive Doctoral Program in Cyber Security," Annual General Meeting, ISACA South Florida, Plantation, Florida, USA, May 25, 2016.



14. Tejay, G. (2014). "Information security governance for information intensive organizations." Presented at *New Zealand Information Security Forum (NZISF)*, Auckland, New Zealand, December 11, 2014. Invited presentation.
13. Offor, P., and Tejay, G. (2014). "Information Systems Security Training in Organizations: Andragogical Perspective." Poster presented at *Twentieth Americas Conference on Information Systems 2014*, Savannah, Georgia, USA, August 7-9, 2014.
12. Horcher, A., and Tejay, G. (2013). "The convergence of security and usability: Defining a combined framework of design principles for mobile devices." Poster presented & Extended Abstract in *Proceedings of HCI International 2013*, Las Vegas, Nevada, USA, 21-26 July 2013.
11. Tejay, G. (2012). "Information Security Challenges for Complex Organizations: A socio-organizational perspective." Presented at *Center for Advanced Management Studies seminar, Ludwig Maximilian University Munich*, Munich, Germany, May 2, 2012. Invited presentation.
10. Tejay, G. (2011). "Future of IS Security and its Leadership." Presented at *SIMposium 2011*, annual conference of the Society for Information Management, Orlando, Florida, USA, November 12-15, 2011. Invited presentation.
9. Tejay, G. (2011). "The Importance of Aligned Information Security Governance." Presented at *CISO Executive Summit 2011*, annual conference of The Leadership Network, Washington, DC, USA, August 18, 2011. Invited presentation.
8. Tejay, G. (2011). "Understanding IS Security Initiative in a Government Organization." Presented at *Department of Computer & Electrical Engineering and Computer Science, Florida Atlantic University*, Boca Raton, Florida, July 14, 2011. Invited presentation.
7. Tejay, G. (2010). "Instituting Information Security Initiative in Government Context: An interpretive case study." Refereed Paper, *41<sup>st</sup> Annual Meeting of the Decision Sciences Institute*, San Diego, California, USA, November 20-23, 2010.
6. Zadig, S., and Tejay, G. (2010). "Conceptualizing the deterrence of external IS attackers." Abstract presentation at the *41<sup>st</sup> Annual Meeting of the Decision Sciences Institute*, San Diego, California, November 20-23, 2010.
5. Bess, D., and Tejay, G. (2009). "Understanding Information Security Culture for Strategic Use: A Case Study." Poster presented at *Fifteenth Americas Conference on Information Systems 2009*, San Francisco, California, August 6-9, 2009.
4. Bess, D., and Tejay, G. (2009). "Understanding Information Security Culture: A Structuration Approach." *GSCIS Working Paper Series*, WPS 8, Nova Southeastern University, March 17, 2009.

3. Tejay, G., Coss, D., and Dhillon, G. (2007). "Interpreting IT Implementation Initiatives in an Organization: A Cultural Perspective." Presented at *the International Federation for Information Processing (IFIP) Working Group 8.2 research workshop - Organizations and Society in Information Systems (OASIS) 2007*, Montreal, Canada, December 9, 2007.
2. Tejay, G. (2007). "Understanding Philosophical Dimensions of Socio-organizational Information Systems Security." *Proceedings of the Sixth Annual Security Conference*, Las Vegas, Nevada, USA, April 11-13, 2007.
1. Gupta, M., Sharman, R., and Tejay, G. (2006). "SAML based Role Hierarchy Preservation Model for Cross-enterprise Identity Federation." Poster presented at *The Second Secure Knowledge Management Workshop (SKM) 2006*, New York, USA.

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## PANELS

- 2018 *Invited Panelist*, "Implementing Data Protection Program Changes in Compliance with the New GDPR regulation, an E.U. regulator's prospective", ISACA South Florida, Boca Raton, FL, USA, August 30, 2018.
  - 2018 *Invited Panelist*, "Cyber Security: How Vulnerable are Municipal Governments and Why?", Municipal Cybersecurity Training, The Florida City/County Management Association (FCCMA), the Miami-Dade City/County Management Association (MDCCMA) and the Local Government Hispanic Network (LGHN), Bal Harbor, Florida, USA, March 2, 2018.
  - 2017 *Panel Moderator*, "Cyber Security Challenges." Cyber Threats in Healthcare conference, South Florida Hospital & Healthcare Association, Miami, Florida, November 30, 2017.
  - 2016 *Invited Panelist* for "Private and Public Collaboration and the Use of Threat Intelligence." Co-panelist, BDO 2016 Year-End Accounting and Tax Update, Miami, Florida, USA, December 1, 2016.
  - 2013 *Invited Panelist* for "Panel: Engaging Students," National Initiative for Cybersecurity Education Workshop 2013, U.S. Department of Homeland Security, Gaithersburg, Maryland, USA, September 17-19, 2013.
  - 2012 *Invited for Information Systems Security Management – National Initiative for Cybersecurity Education (NICE) Focus Group*, National Cybersecurity Education Strategy, U.S. Department of Homeland Security, Arlington, Virginia, USA, February 7, 2012.
  - 2012 *Invited for Security Program Management - National Initiative for Cybersecurity Education (NICE) Focus Group*, National Cybersecurity Education Strategy, U.S. Department of Homeland Security, Arlington, Virginia, USA, February 7, 2012.
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## COMPLETED RESEARCH PROJECTS

1. (with co-author) Understanding Usability-related Information Security Failures in a Healthcare Context
  2. (with co-author) Investigating the Determinants of Disaster Recovery Technology Investment Choice in Small and Medium-sized Enterprises
  3. (with co-author) A Framework for The Governance of Information Security
  4. (with co-author) Understanding Information Security Culture in an Organization: An Interpretative Case Study
  5. (with co-author) Investigating the Impact of Self-Control and Deterrents on Noncompliant Information Security Behavior
  6. (with co-author) Understanding the Value Of Enterprise Architecture For Organizations: A Grounded Theory Approach
  7. (with co-author) Reducing Incongruity of Perceptions Related to Information Risk: Dialogical Action Research in Organizations
  8. (with co-author) An Approach to Effectively Identify Insider Attacks within an Organization
  9. (with co-author) An Ethnographic Investigation of the Assimilation of New Organizational Members into an Information Security Culture
  10. (with co-author) Developing an Information Systems Security Success Model for Organizational Context
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## PROFESSIONAL ACTIVITIES

### Journals

- 2018 *Co-Editor*, Special Issue on HICSS 52, The DATA BASE for Advances in Information Systems, ACM SIGMIS journal (Ongoing).
- 2018 *Editorial Review Board*, International Journal of Cyber Research and Education (Ongoing)
- 2017 *Coordinating Editor*, Information Systems Frontiers journal (a premier journal).
- 2016 *Editorial Review Board*, Special Issue on Security and Privacy in 21<sup>st</sup> Century Organisations, European Journal of Information Systems (a premier journal).
- 2013 *Co-Editor*, Special Issue on Cybercrime, Computers & Security journal, Volume 38, October, pp. 1-2.
- 2005 - 2007 *Editorial Assistant North America*, International Journal of Information Management
- 2005 - 2007 *Editorial Assistant*, Journal of Information Systems Security

### **International Conferences – Chair/Co-Chair**

- 2019 *Communication Chair*, AIS International Conference on Information Systems 2020, Hyderabad, India, December 13-16, 2020 (Ongoing)
- 2018 *Program Co-Chair*, Dewald Roode Workshop on Information Systems Security Research, UNESCO IFIP WG8.11/WG11.13, Shreveport/Bossier Louisiana, October 5-6, 2019 (Ongoing)
- 2018 *Co-Chair*, SIG Philosophy Workshop on ‘Developing Philosophy Papers for Publication in IS Journals’, 26<sup>th</sup> European Conference on Information Systems, Portsmouth, U.K., June 23-28, 2018.
- 2016 *Chair* for Mini-track titled “Cybercrime and Information Security Strategy,” 23<sup>rd</sup> Americas Conference on Information Systems, San Diego, USA, August 11-14, 2016.
- 2015 *Co-Chair* for *Emergent Research Forum*, Americas Conference on Information Systems 2015, Puerto Rico, USA, August 13-15, 2015. Introduced and successfully conducted an innovative forum to nurture emergent research.
- 2015 *Chair* for Mini-track titled “Cybercrime and Information Security Strategy,” 22<sup>nd</sup> Americas Conference on Information Systems, Puerto Rico, USA, August 13-15, 2015.
- 2014 *Co-Chair*, Eighth Annual AIS SIGSEC Workshop on Information Security and Privacy, Auckland, New Zealand, December 13, 2014.
- 2012 *Co-Chair* for Track titled “IS, IT and Security,” ITAIS 2012, 9<sup>th</sup> Conference of the Italian Chapter of AIS, Rome, Italy, September 27-28, 2012.
- 2012 *Chair* for Mini-track titled “Cybercrime in the Digital Economy,” 45<sup>th</sup> Hawaii International Conference on System Sciences, Maui, Hawaii, USA, January 4-7, 2012.
- 2012 *Chair* for Mini-track titled “Cybercrime and IT Misuse,” 18<sup>th</sup> Americas Conference on Information Systems, Seattle, Washington, USA, August 9-11, 2012.
- 2009 *Chair* for Track titled “IS Assurance,” ISOneWorld 2009, Las Vegas, Nevada, USA.

### **International Conferences – Program Committee & Other Roles**

- 2018 *Scientific Committee Member*, Fifth International Conference on ICT Management for Global Competitiveness and Economic Growth in Emerging Economies, Wroclaw, Poland, October 22-23, 2018.

- 2018 *Doctoral Advisor*, Doctoral Consortium, 8th International Conference on Engaged Management Scholarship, Philadelphia, PA, USA, September 6-9, 2018.
- 2018 *Program Committee Member*, 3<sup>rd</sup> International Conference on Enterprise Architecture and Information Systems, Yonago Tottori, Japan, July 8-12.
- 2017 *Session Chair*, Dewald Roode Workshop on Information Systems Security Research, UNESCO IFIP WG8.11/WG11.13, St. Pete Beach, Florida, USA, October 6-7, 2017.
- 2016 *Scientific Committee Member*, Conference on Enterprise Information Systems, Porto, Portugal, October 5-7, 2016.
- 2015 *Session Chair*, “Global Health Initiatives”, SIG Health, Americas Conference on Information Systems 2015, Puerto Rico, USA, August 13-15, 2015.
- 2014 *Program Committee Member*, Dewald Roode Information Security Workshop 2014, UNESCO International Federation for Information Processing (IFIP) TC-11 Working Group 8.11/11.13, Newcastle, England, UK, June 16-17, 2014.
- 2013 *Program Committee Member*, Dewald Roode Information Security Workshop 2013, UNESCO IFIP TC-11 Working Group 8.11/11.13, Niagara Falls, New York, USA, October 4-5, 2013.
- 2012 *Program Committee Member*, Dewald Roode Information Security Workshop 2012, UNESCO IFIP TC-11 Working Group 8.11/11.13, Provo, Utah, September 21-22, 2012.
- 2012 *Program Committee Member*, ICT Management for Global Competitiveness and Economic Growth in Emerging Economies, Conference of AIS SIG on ICT and Global Development, Wroclaw, Poland, September 17-18, 2012.
- 2010 *Invited Associate Editor*, Organizational Communication and Information Systems Division, Annual Meeting of Academy of Management, Montreal, Canada, August 6-10, 2010.
- 2010 *Invited Session Facilitator*, “Cultural and Psychological Issues In Operational Effectiveness (179-CF).” 41<sup>st</sup> Annual Meeting of the Decision Sciences Institute, San Diego, California, USA, November 20-23, 2010.
- 2010 *Program Committee Member*, Twelfth Annual IFIP Workshop on Information Security Management, UNESCO IFIP TC-11 Working Group 11.1, Summerstrand, South Africa, May 17-18, 2010.
- 2009 *Invited Session Chair*, “Systems Behaving Badly: Lying, Phishing and Fraud.”

- 2009 Academy of Management Annual Meeting, Chicago, Illinois, USA, August 7-11, 2009.
- 2009 Invited *Associate Editor*, Organizational Communication and Information Systems Division, Annual Meeting of Academy of Management, Chicago, Illinois, USA, August 7-11, 2009.
- 2008 *Program Committee Member*, Pacific Asia Conference on Information Systems, China.
- 2007 *Program Committee Member*, Pacific Asia Conference on Information Systems, Auckland, New Zealand.
- 2005 *Session Chair*, “Socio-technical Dimensions in IS Security (SIGSEC02, SuAM2-10).” Eleventh Americas Conference on Information Systems, Omaha, Nebraska, USA, August 11-14, 2005.

### **National/Regional Engagement**

- 2018 - present *Advisory Board Member*, Rutgers Leading Disruptive Innovation Board, Center for Innovation Education, Rutgers The State University of New Jersey, NJ.
- 2018 - present *Advisory Board Member*, Cyber Security, City University of Seattle, WA
- 2018 - present *Director of Research*, ISACA South Florida
- 2016 - 2019 *Member*, STEM Advisory Board, Miami-Dade County Public Schools National Academy Foundation.
- 2016 - 2019 *Member*, Technology Committee, Greater Miami Chamber of Commerce, Miami, Florida.
- 2016 - 2019 *Member*, Technology Committee, Miami-Dade Beacon Council, Miami, Florida.
- 2016 - 2019 *Member*, US Secret Service Miami Electronic Crimes Task Force, Miami, Florida.
- 2011-2019 *Academic Advocate*, ISACA, South Florida Chapter.
- 2012 - 2013 *Elected Board Member*, Southern AIS Chapter, Association of Information Systems, Atlanta, Georgia, USA, March 26, 2012.

### **Reviewer - Journal Publications**

- MIS Quarterly (Reviewed 1 manuscript)  
 European Journal of Information Systems (Reviewed 6 manuscripts)

Information Systems Journal (Reviewed 1 manuscript)  
Journal of Strategic Information Systems (Reviewed 2 manuscripts)  
Journal of Information Science (Reviewed 1 manuscript)  
Computers & Security (Reviewed 3 manuscripts)  
The DATA BASE for Advances in Information Systems (Reviewed 1 manuscript)  
International Journal of Cyber Research and Education (Reviewed 4 manuscripts)  
International Journal of Information Management (Reviewed 5 manuscripts)  
Journal of Information Technology Theory & Application (Reviewed 3 manuscripts)

### **Reviewer - Conference Publications**

Dewald Roode Workshop on Information Systems Security Research IFIP  
WG8.11/WG11.13 (2011 – continuing)  
European Conference on Information Systems (2007 – continuing)  
Americas Conference on Information Systems (2005 – continuing)  
Conference on Enterprise Information Systems (2016)  
ITAIS Conference of the Italian Chapter of AIS (2012)  
Hawaii International Conference on System Sciences (2009 – 2011)  
Annual Meeting of Academy of Management Conference (2007 – 2011)  
Pacific Asia Conference on Information Systems (2007)  
International Conference on Information Systems (2005, 2017)  
ISOneWorld Conference (2004, 2005)

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## **RESEARCH SUPERVISION**

### **External Dissertation Examiner**

- 2015 Ph.D. dissertation - University of Southern Queensland, Australia.  
Title: “The development and evaluation of an Information Security Awareness Capability Model.”
- 2012 M.S. dissertation - University of Southern Queensland, Australia.  
Title: “Key factors impacting on response time of software vendors in releasing patches for disclosed software vulnerabilities.”

### **Dissertation Chair**

1. Abdulrahim Charif (Citrix Systems, Florida)
2. Angel Otero (Florida Institute of Technology, Florida)
3. Ann-Marie Horcher (Central Michigan University)
4. Babak Shoraka (University of Maryland University College, Maryland)
5. Barry McIntosh (Savannah River Nuclear Solutions, Georgia)
6. Charles Edwards (Howard Community College, Maryland)
7. Derek Sedlack (University of Maryland University College Europe)
8. Donald A. Bess (Hewlett-Packard, USA)
9. Edward Boyer (Department of Veterans Affairs, Georgia)
10. Edwin Nassiff (University of Central Florida, Florida)

11. Faranak Afshar (Suffolk County Community College, New York)
12. Gary Doss (CACI International Inc., Virginia)
13. Kevin Barton (Texas A&M University, San Antonio, Texas)
14. Kimberley Dunkerley (US Army Material Command, Alabama)
15. Madhuri Edwards (U.S. Department of Labor)
16. Martha Harrell (Arkansas Tech University, Arkansas)
17. Patrick Offor (U.S. Army)
18. Ramadhan Chuma (AT&T Wireless, Georgia)
19. Roger Seeholzer (Department of Homeland Security, Washington, D.C.)
20. Sean Zadig (Yahoo! Inc.)
21. Zareef Mohammed (University of Miami)

### **Dissertation Committee Member**

1. Wayne Pauley. “An Empirical Study of Privacy Risk Assessment Methodologies in Cloud Computing Environments.” Dissertation completed on March 2012.
2. Deborah Coleman. “Wiki Behavior in the Workplace: Emotional Aspects of Content.” Dissertation completed on October 2011.
3. Mohammad Awwal (2011). “An Empirical Investigation of the Relationship between Computer Self-Efficacy and Information Privacy Concerns.” Dissertation completed on January 2011.
4. Abbe Forman (2009). “An Exploratory Study on the Factors Associated with Ethical Intention of Digital Piracy.” Dissertation completed on December 2009.

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### **MEDIA PRESENCE**

- 2017 Interviewed by Katya Maruri from Miami Today for news article “University adds executive doctorate in information security.” Article published in Miami Today, pp. 15, July 13, 2017.
- 2016 Interviewed by Camila Cepero from Miami Today for news article “St. Thomas joins universities adding downtown campus.” Article published in Miami Today, pp.14, June 2, 2016.
- 2016 Interviewed by Tribune News Service (India) for news article “Sangrur man appointed US varsity Chair.” Article published in The Tribune on May 19, 2016.
- 2016 Interviewed by The Miami Laker, northwest Miami-Dade newspaper, for news article “M.L. Chamber welcomes Cyber Security expert Dr. Gurvirender Tejay.” Article published in The Miami Laker, Vol 42, No 5, pp. 4, March 4, 2016.



- 2015 Interviewed by Catherine Lackner from Miami Today for news article “Incoming professor lays plans to develop cybersecurity hub.” Article published in Miami Today, December 23, 2015.
- 2011 Interviewed by Amara Sohn from *NBC Miami* for news story on “Major Corporations Warn of Phishing Scam after Hackers Steal Millions of Email Addresses.” Story aired on WTVJ Channel 6 on April 4, 2011 (at 7pm and 11pm).
- 2011 Interviewed by Cindy Riley for article “Information Technology plays a crucial role as companies look to the future.” Article published in *Chicago Tribune – Mediaplanet* supplement, pp.6, December 2011.
- 2010 Interviewed by Michael Bergbauer for article “Private Purchase = Safe Shopping: Avoiding Identity Theft this Holiday Season.” Article published in *Gold Coast Magazine*, 46(8), November 2010.
- 2009 Subject of article “Don’t get ripped of online” by Julie Laviolette. Published in *The Miami Herald - MomsMiami.com* on December 2, 2009.

## SERVICE TO ST. THOMAS UNIVERSITY

### Curriculum

- Chair, Faculty Forum Education Policy Committee, 2018 – 2019.
- Member, University Academic Policy Council, 2018 – 2019.
- Served on IRB Review Board (2016 - 2018)
- Redesigned M.S. in Cyber Security Management program; created Specialization on ‘Privacy & Compliance’; restructured IS Auditing specialization; developed one graduate course; 2018.
- Developed five doctoral courses for EDDBA in Information Security program. These were approved by STU’s Academic Policy Council, 2017.
- Applied for and attained EDDBA Council designation for EDDBA in Information Security program. Program receiving international visibility through online directory listing, 2017.
- Nominated and served on ‘Faculty Vibrancy and Curricular Alignment Task Force’, St. Thomas University - Barry University Strategic Alignment, 2017
- Nominated and served on ‘Professional and Graduate Subcommittee’, St. Thomas University - Barry University Strategic Alignment, 2017
- Serving as Program Director for Cyber Security Management programs (scheduling courses, measuring program outcomes, compliance reports, advising students), 2016-18.
- Chair, Search Committee - Successfully recruited an Assistant Professor of Cyber Security Management, 2017
- Chair, Joint Task Force on Big Data Analytics Collaboration, Gus Machado

School of Business and School of Science, Technology and Engineering Management, 2017

- Developed and submitted Undergraduate Major and Specialization in Cyber Security Management, 2017
- Developed and implemented Executive Doctor of Business Administration in Information Security degree program. Approved by SACSCOC, 2016-17.
- Redesigned M.S. in Cyber Security Management (MSCSM) program, Approved by SACSCOC, 2016
- Recruited five Adjunct Faculty with relevant credentials to teach Cyber Security Management courses, 2016. Met 'Scholarly Academic' requirement of Association to Advance Collegiate Schools of Business (AACSB).
- Created and developed three graduate specializations for MSCSM program, 2016.
- Created and developed weekend M.S. in Cyber Security Management program, 2016.
- Created and developed seven doctoral, six graduate and two undergraduate courses for cyber security management programs, 2016.
- Developed two graduate courses for Big Data Analytics program, 2016.
- Assisted in redesigning undergraduate Computer Science curriculum, 2016.
- Revised Cyber Security Management specialization for M.B.A and Master in Management program, 2016.
- Assisted in creating Graduate Certificate for Cyber Security Management, 2016.
- Re-designed three graduate courses for cyber security management program, 2016.

### **Centers, Labs, Designations, Agreements**

- Established five-year Educational Partnership Agreement with U.S. Air Force's Defense Cyber Crime Center, on behalf of Department of Defense, 2016
- Application submitted and curriculum mapping approved by National Security Agency/Department of Homeland Security for Center of Academic Excellence in Information Assurance/Cyber Defense designation, 2016. Program content mapped to 48 Knowledge Units and 254 Objectives.
- Proposed and established 'Center for Cyber Security Studies', 2016.
- Created 'Cyber Security Club' and served as Faculty Advisor, 2016.
- Proposed and assisted in establishing St. Thomas University's Miami Downtown site. Approved by SACCOC, 2016
- Established Ethical Hacking Lab at Main Campus, 2016
- Established Ethical Hacking Lab at STU's Miami Downtown site, 2016
- Developed and submitted Memorandum of Understanding with Palm Beach State College, 2016

## **Outreach**

- Advisor, Girls Who Code, St. Thomas University chapter, 2018.
- Conducted outreach activities at 24 local industry events, 2017-18.
- Assisted Office of Outreach to develop \$1 million funding proposal for Institute for Cyber Security Studies, 2016
- Co-presented Institute for Cyber Security Studies funding proposal to a donor, 2016
- Presented at Catholic Education Continuum event on January 25, 2016
- Conducted outreach and recruitment drive at South Florida Code Camp, February 20, 2016
- Conducted outreach and recruitment drive at ISACA WOW event, February 26, 2016
- Conducted outreach and recruitment drive at ISACA Annual General Meeting, May 25, 2016.
- Conducted outreach and recruitment drive at GMCC Open House & Business Expo, September 20, 2016
- Assisted STU's Graduate Recruiter at Broward College Fair, 2016
- Presented STU's Cyber Security Management program information at SFLCISO Forum meeting, May 2016.
- Presented STU's Cyber Security Management program information at "Cyber Security in Healthcare" event in collaboration with South Florida Hospital & Healthcare Association, September 22, 2016.
- Met with executives of multiple organizations to establish collaboration, 2016.

## **Program Supporting Activities**

- Organized STU Cybersecurity Research delegation to European Union (EU), Brussels, Belgium. Engaged policymakers from multiple EU agencies including European Commission, European Data Protection Supervisor, European Space Agency, European Economic & Social Committee, and Committee of the Regions, May 2018.
- Developed 'Cybersecurity Research Workshops' for doctoral students, 2018.
- Developed and implemented 'Byte & Learn' presentation series for Cybersecurity students, 2018.
- Developed and implemented 'Cybersecurity Career Saturdays' presentation series for Cybersecurity graduate and undergraduate students, 2018.
- Grew enrollment in Executive Doctor of Business Administration in Information Security program to 20 students in 2017-18.
- Increased enrollment in M.S. in Cyber Security Management program from one student to 68 students in 2017.
- Established ISACA South Florida - St. Thomas University Cyber Security Management Scholarship, 2016. Four students awarded \$1000 scholarships.
- Evaluated and admitted 70 plus student applications in 2016-2017.

- Engaged in student outreach and recruitment for CSM program, 2016.
- Obtained license to use CyberCIEGE simulation software developed by the U.S. Naval Postgraduate School, 2016.
- Identified and facilitated five Guest Speakers for Cyber Security Management courses, 2016.
- Collaborated with seven industry partners to get support for internships, 2016.
- Conducted Cyber Security Career & Resume Clinic, January 14, 2016.
- Presented updates regarding Cyber Security Management at two meetings of School of Business Advisory Board, 2016.

### **Other Commitments**

- Organized “Women in Cybersecurity” Annual SheLeadsTech Conference event in collaboration with ISACA South Florida, Miami, Florida, October 19, 2018.
- Organized and hosted “Cyber Threats in Healthcare” event in collaboration with South Florida Hospital & Healthcare Association, November 30, 2017.
- Hosted FBI InfraGard South Florida Annual Event, November 8, 2017.
- Member, STU & 4<sup>th</sup> CAG Marine Group Collaboration – Miami Homeless Veteran Initiative with City of Miami, 2017.
- Hosted Information System Security Association South Florida meeting, June 15, 2017.
- Member, Summer Research Grant Committee, Gus Machado School of Business, 2017.
- Organized and hosted Annual Meeting of Society for Information Management South Florida, May 10, 2017.
- Served as Faculty Marshall for December 2016, May 2017 convocation.
- Organized and hosted “Cyber Security Research Workshop”, April 4, 2017.
- Hosted ISACA National Exam for Cyber Security Certifications, December 2016.
- Hosted "Cyber Security in Healthcare" event in collaboration with South Florida Hospital & Healthcare Association, September 22, 2016.
- Hosted ISACA National Exam for Cyber Security Certifications, June 2016.
- Hosted South Florida Chief Information Security Group event, May 2016.

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## **SERVICE TO NOVA SOUTHEASTERN UNIVERSITY**

### **Curriculum**

- Jointly proposed and revised program structure for Ph.D. in Information Systems, 2014.
- Jointly proposed and revised program structure for graduate degree in Information Systems program. Created multiple specializations (2014)
- Instituted Faculty-Doctoral Student mentorship program, 2014.

- Presented comparative analysis of 21 executive doctoral programs, 2014.
- Recommended changes to doctoral admissions requirements and process, 2014.
- Co-developed new doctoral degree – Ph.D. in Information Assurance, 2013.
- Reviewed and implemented changes to Information Security curriculum of Graduate degree in Information Systems, 2013.
- Developed doctoral seminar course on Information Privacy, 2013.
- Developed Graduate course on Information Security Governance, 2011.
- Proposed and co-developed graduate concentration in Business Intelligence for GSCIS, in collaboration with Dr. S. Mukherjee, 2011.
- Proposed professional doctorate degree in Information Security, 2010.
- Proposed Information Security Management concentration for MBA degree, 2009.
- Reviewed and implemented changes to Information Security curriculum of Graduate degree in Information Systems, 2009.
- Curriculum changes to MS – Information Security concentration, 2008.
- Developed doctoral seminar course on Information Security Management, 2008.

### **Outreach**

- Initiated relationship with ISACA, 2011.
  - Engage industry in reviewing Information Security curriculum
  - 2 student scholarships of \$1000 made available
  - Develop internship opportunities for graduate students
- Student-Business engagement, 2010. Engaged 3 local business organizations including one Fortune 100 Company to support student projects.
- Initiated quarterly Workshop on Information Security, 2009.
  - Conducted 9 workshops involving 23 presentations
- Initiated GSCIS Working Paper Series, 2008.
  - Organized 27 presentations
  - Organized 9 presentations of faculty from FIU, FAU, FIT, VCU.
  - Online broadcast of presentations for remote students

### **Other Commitments**

- Served on Information Security Curriculum committee.
- Served on University Internal Review Committee for Ph.D. Program in Information Systems, 2013.
- Served on *ad hoc* committee on M.S. in Management Information Systems Program Revision (2013).
- Served on *ad hoc* committee on Faculty Expectations (2010-11).
- Served on HSBE (School of Business)/GSCIS Joint Committee on MBA/IT Concentration (2010-11).
- Memorandum to Dean on Doctoral Issues (2010).

- Served on *ad hoc* committee on DTS Status Response (2011).
- Served on Doctoral Admissions committee (2008 – 2015).
- Served on Curriculum committee
- Served on Internal Review Committee for Nursing - RN to BSN (2008).

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## HONORS, AWARDS, AND FELLOWSHIPS

- 2018 Service Award, ISACA South Florida.
- 2017 Certificate of Appreciation, FBI InfraGard, in recognition of Exceptional Service in the Public Interest.
- 2010 Runners up Best Paper Award (Honorable Mention), Fifth IEEE eCrime Researchers Summit 2010, Dallas, Texas, USA, October 18-20, 2010.
- 2008 Selected for Junior Faculty Workshop, Organizational Communication and Information Systems Division, Annual Meeting of Academy of Management, Anaheim, California, August 8-13, 2008.
- 2004 - 2006 Virginia Commonwealth University Graduate Fellowship; awarded 3 times in recognition of academic and teaching achievements
- 2004 - 2006 Sikh Education Award by Association of Sikh Professionals; awarded 3 times in recognition of academic achievements
- 2003 Virginia Commonwealth University GSA Travel Award; competitive award to support student presentation of research work at conference
- 2003 Virginia Commonwealth University Graduate Fellowship; awarded for the promising academic achievement
- 2001 UW-Milwaukee Graduate Fellowship; in recognition of excellent teaching capability
- 2000 Magna Cum Laude, UW-Milwaukee
- 2000 Gold Chord-Commencement Honors, UW-Milwaukee
- 2000 Elected to Golden Key National Honor Society, UW-Milwaukee
- 2000 Elected to Honor Society of Phi Kappa Phi, UW-Milwaukee
- 2000 Non-Resident Tuition Remission Award by UW-Milwaukee; in recognition of academic accomplishments
- 2000 Deans Honor List, UW-Milwaukee
- 1999 Non-Resident Tuition Remission Award by UW-Milwaukee; for the promising high academic achievement

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## PROFESSIONAL EXPERIENCE

10/06-09/07 **Virginia Information Technology Agency**, Richmond, Virginia.

*Information Security Policy Consultant, Commonwealth Security and Risk Management Directorate.*

- 01/03-06/03 **SCOPE – Science museum project. Funded by National Science Foundation, University of Chicago, Chicago, Illinois.**
1. Advising and helping science museums of Illinois with their exhibit construction to present scientific material more effectively.
  2. Implementing and making the SciTech 3D virtual reality environment portable to other museum(s).
- 09/00-12/00 **Wisconsin World Trade Center, Milwaukee, Wisconsin**  
*Intern*
- Analyzed the trade policy and foreign policy of United States.
  - Presented the paper at the 2nd Annual International Trade Policy Conference.
- 09/00-12/00 **Indian Reporter and World News Inc., Chicago, Illinois**  
*Intern*
- Conducted research on the project "Wisconsin Worldwide India First".
  - Assisted Chief Editor in gathering information for articles.
- 06/96-07/97 **J.K. Toughened Glass Works, Jalandhar, India**  
*Assistant Manager, Sales*
- Planned and organized the sales activities for achieving sales targets.
  - Attended to quality complaints and provided feedback to management on product development.
- 01/96-06/96 **Lee Cooper - M&B Footwears, Delhi, India.**  
*Assistant Manager, Marketing*
- Planned and launched marketing campaigns for target population.
  - Initiated and established Image Quality program to track, monitor and support product image at all points of sales in northern India.
- 02/95-01/96 **J.K. Toughened Glass Works, Jalandhar, India**  
*Supervisor, Toughened Safety Glass Manufacturing*
- Set up procedures to meet the production schedule and targets.
  - Trained the work force in their job duties and responsibilities.

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## **MEMBERSHIPS**

Association for Computer Machinery  
Association of Information Systems  
International Federation for Information Processing  
Information Systems Audit and Control Association  
Information Systems Security Association  
Society for Information Management  
International Association of Privacy Professionals

South Florida Technology Alliance  
Greater Miami Chamber of Commerce  
Miami-Dade Beacon Council  
South Florida Hospital & Healthcare Association (IT Committee)  
US Secret Service Miami Electronic Crimes Task Force

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