

## Michael Workman, Ph.D.

### ACADEMIC BACKGROUND

**PhD** from **Georgia State University** (Atlanta, GA) in Organizational Behavior & Development. My dissertation: *The effects of information richness and cognitive styles in virtual teams*, won the 2001 GSU/AHRD Distinguished Contribution to HRD Research award, and was published in the Journal of Vocational Behavior (graduated: 2000, GPA 3.96).

**MS** from **New Hampshire College** (Manchester, NH) in Business Education. My thesis: *"Burnover" – Stress, job satisfaction, and turnover dynamics in call centers with implications for business*, won the college's Burton Kaliski "FIRST" award. My thesis was published in the Journal of Organizational Behavior (graduated: 1988, GPA 3.82).

**MBA** and **BS** from **California Coast University** (Santa Ana, CA) in Management (graduated: 1986 cum laude, GPA 3.55).

**AS** from **Ohio University** (Athens, OH), Applied Computer Programming.

### ACADEMIC EXPERIENCE

#### Texas A&M University

09/18-present: Associate Professor (Technology Management Program)  
Tenured: 2018

#### Florida Institute of Technology

08/13-05/15: Professor – College of Engineering (CIS Program)  
08/11-05/13: Professor – College of Business (MIS Program: program end of life '13)  
08/06-05/11: Associate Professor – College of Business (Management & MIS Program)  
Management Undergraduate Program Coordinator: 08/08-05/10  
Director, Security Policy Institute: 05/06-10/14  
Tenured: 2007

#### Florida State University

08/01-05/06: Assistant Professor – College of Information Science (IS Program)  
Promotion and Tenure approved: 2006

### Adjunct

#### Texas A&M University (online)

08/16-08/18: HRD and Tech Management Program

#### Nova Southeastern University (online)

08/12-05/15: Computer Information Systems Program

#### Florida State University (online)

08/06-05/08: Information Science Program

#### Webster University

08/95-08/06: Business and Management Program

#### Asher College

08/90-5/95: Business and Technology Program

## **PROFESSIONAL EXPERIENCE**

### Capital One

10/14-09/18: Department Manager – Software Engineering and Cybersecurity

Managed AXON Engineering DevSecOps. AXON is a set of applications that perform Amazon Web Services (AWS) automation, cybersecurity, executive dashboard and a variety of analytics.

### Security Policy Institute (SPI) / Modus Operandi

05/06-10/14: Research Scientist / Director

Conducted classified applied research for US and NATO military and intelligence communities in intelligence, surveillance, reconnaissance (ISR) fusion, and semantic mining analytics.

### Net Commerce

07/99-02/02: Chief Technology Officer – SPAN2 Applications

Led the architectural design and software development teams for the Span2 application, an application service provider for the commercial property and casualty insurance industry.

### France Telecom/Orange

04/95-07/99: Department Manager – Network and Systems Security

Managed the global cyber security and firewall implementation groups, with international teams located in Atlanta, Montreal, London, Paris, Lyon, and Nice (Sophia Antipolis) responsible for the secure communications used by INTERPOL, embassies, the United Nations, FAA, and airlines.

### Openware

1992 – 1995: Director – Product Development

Managed the development of second largest selling C++ IDE (ObjectBuilder) grossing \$12 million in revenue.

### Unisys

1989 – 1992: Director – Open/OLTP (Tuxedo) Software Engineering

Managed the joint development (with AT&T) of Tuxedo, which was the world's largest-selling open transaction processing system.

### Digital Equipment Corporation/Hewlett-Packard

1984 – 1989: Unit Manager – Ultrix Operating System

Managed the group responsible for the Ultrix operating system and OZIX transaction processing system support, and the development group for DECLink. Successfully transitioned 18 new products between three centers.

### Honeywell

1976 – 1984: Senior Software Engineer – Unix Operating Systems Group

Worked in the development team that ported UNIX Version 7 to the first 68000-based platform in the market. Wrote device drivers, ported memory management and compilers to Intel and Motorola platforms.

## **SCHOLARSHIP**

### Patent

Registration #20090315891 Method and system for automatic range determination of data for display 12-24-2009: Inventors: Michael Lesser, Michael Workman, Kerry Gilger, C. Daniel Repik, Michael Gilger IPC8 Class: AG06T1120FI, USPC Class: 345440

### Research Awards

- 2019 Most Referenced, 10 Year Award -Taylor & Francis/Information Security Journal
- 2009 Highly Commended - Emerald Literati Network Award for Excellence
- 2005 Featured - Human Resource Development Quarterly
- 2004 Best Manuscript - Global Institute for International Management (GIIM)
- 2001 Distinguished Contribution to HRD Research - Georgia State University/AHRD
- 1987 Burton Kaliski "FIRST" award - Southern New Hampshire University

## **TEXTBOOKS**

### Refereed Textbooks (Reverse Chronological Order)

1. Workman, M. (2020, in press). *Managing cybersecurity: Development, operations and governance*. Boston, MA: Jones & Bartlett.
2. Workman, M., Phelps, D., & Gathegi, J. (2013). *Information security for managers: Maintaining critical infrastructure*. Boston, MA: Jones & Bartlett, ISBN-13:9780763793012.
3. Workman, M. (2008). *A technology manager's guide to software*. Boston, MA: eAselworx Press. ISBN: 978-0-9649575-8-9.
4. Workman, M., Phelps, D., & Workman, J. (2008). *Managing information security: A perspective on assurance*. Boston, MA: eAselworx Press. ISBN: 0-964-95758-2.

## **RESEARCH**

### Refereed Journal Articles (Reverse Chronological Order)

1. Workman, M. (2020, in press). Cybersecurity simulations and training pedagogy: A pilot study of applied learning outcomes. *Intl. Journal of HRD Practice, Policy and Research*.
2. Workman, M. (2020, in press). An exploratory study of mode efficacy in cybersecurity training. *Journal of Cybersecurity Education, Research and Practice*.
3. Workman, M. (2020). A multi-agent security approach for unmanned aerial vehicles. *Intl. Journal of Advanced Computational Engineering and Networking*, 8 (7), 5-13.
4. Workman, M. (2019). Antecedents of social media activism: An analytical study of sentiment and action. *Behavior & Information Technology Journal*, 11 (3), 22-34.

5. Workman, M. (2019). Social media influences and opinion shaping versus action taking: A model using the theory of planned behavior. *Intl. Journal of Management and Applied Science*, 5 (6), 11-16.
6. Workman, M. (2018). An empirical study of social media exchanges about a controversial topic: Confirmation bias and participant characteristics. *Journal of Media in Society*, 7 (1), 381-400.
7. Workman, M. (2016). Diagnosing post-traumatic stress disorder: Using a physiological computing method and apparatus. *Intl. Journal of Computer & Software Engineering*, 2 (1), 106-111.
8. Workman, M. (2016). Cognitive styles and the effects of stress from cognitive load and time pressures on judgmental decision making with learning simulations: Implications for HRD, *Intl. J. Human Resources Development and Management*, 16 (1/2), 30-46.
9. Workman, M. (2015). Perceptions and interpretations of benign situations: A study of organizational conflict using a dual-task method. *Intl. Journal of Business Environment*, 7 (2), 119-136.
10. Burgess, D. J., Crowley-Matoka, M., Phelan, S., Workman, M., Dovidio, J. F., Kerns, R., Roth, C., Saha, S., & van Ryn, M. (2014). Physicians' decisions to prescribe opioids for chronic pain: Biases and treatment decisions. *Journal of Pain Medicine*, 15, 965-974. **Grant funded by VA Health Services, Award: PPO. 09-247.**
11. Workman, M. (2014). New media and the changing face of information technology use: The importance of task pursuit, social influence, and experience. *Computers in Human Behavior*, 31, 111-117.
12. Workman, M., Phelps, D. C. & Hare, R. C. (2014) A study of performative hactivist subcultures and threats to businesses, *Information Security Journal*, 22 (4), 187-200.
13. Workman, M. (2013). An empirical study of a behavioral decision model with moderated effects in long-range security initiatives. *Security Journal*, 26 (2), 16-32.
14. Phelps, D. C., Gathegi, J. N., Workman, M., Heo, M. (2013). Information system security: Self-efficacy and security program effectiveness. *Journal of Information System Security*, 8 (1), 2-12.
15. Workman, M. (2012). Bias in strategic initiative continuance decisions: Framing interactions and HRD practices, *Management Decision Journal*, 50 (1), 21-42.
16. Workman, M. (2012). Rash impulsivity, vengefulness, virtual-self and the amplification of ethical relativism on cyber-smearing against corporations, *Computers in Human Behavior Journal*, 28 (1), 217-225.
17. Workman, M. (2012). Validation of a biases model in strategic security decisions. *Journal of Information Management and Computer Security*, 20 (2), 52-70.
18. Workman, M. (2010). A structuration agency view of investor-officer power struggles and conflict in a private firm: A tale of two agendas. *Performance Improvement Quarterly*, 23, 112-135.

19. Workman, M. (2010). A behaviorist perspective on corporate harassment online: Validation of a theoretical model of psychological motives. *Computers & Security, 29*, 831-839.
20. Workman, M. (2009). A field study of corporate employee monitoring: Attitudes, absenteeism, and the moderating influences of procedural justice perceptions, *Information and Organization, 19*, 218-232.
21. Workman, M. (2009). How perceptions of justice affect security attitudes: Suggestions for practitioners and researchers. *Information Management & Computer Security, 17*, 341-353.
22. Workman, M., Bommer, W. H., & Straub, D. (2009). The amplification effects of procedural justice with a threat control model of information systems security. *Journal of Behaviour and Information Technology, 28*, 563-575.
23. Workman, M., Ford, R., & Allen, W. (2008). A structuration agency approach to security policy enforcement in mobile ad hoc networks. *Information Security Journal, 17*, 267-277. **Grant funded by US Army Research Office, Award: BAAW911NF-07-R-0001.**
24. Workman, M. (2008). A test of interventions for security threats from social engineering. *Information Management & Computer Security, 16*, 463-483. **Winner of 2009 Emerald Literati Network Award for Excellence, Highly Commended Paper.**
25. Workman, M. (2008). A comparative study of information representation and interpretation: Cognitive load in situational awareness and decision-making. *Journal of Computers in Human Behavior, 24*, 2578-2596.
26. Workman, M., Bommer, W. H., & Straub, D. (2008). Security lapses and the omission of information security measures: An empirical test of the threat control model, *Journal of Computers in Human Behavior, 24*, 2799-2816.
27. Workman, M. (2008). Wise-crackers: Cognitive and social factors that contribute to information security contravention. *Journal of the American Society for Information Science and Technology, 59*, 662-674.
28. Workman, M. (2008). Fear commerce: Inflationary effects of global security initiatives. *Information Systems Security Journal, 17*, 124-131.
29. Workman, M. (2007). Advancements in technology: New opportunities to investigate factors contributing to differential technology and information use. *Intl. Journal of Management and Decision Making, 8* (2), 318-342.
30. Workman, M., & Gathegi, J. (2007). Punishment and ethics deterrents: A comparative study of insider security contravention. *Journal of American Society for Information Science and Technology, 58*, 318-342.
31. Workman, M. (2007). The effects from technology mediated-interaction and openness in virtual team performance measures. *Journal of Behavior and Information Technology, 26*, 355-365.
- 32.** Workman, M. (2007). Gaining access with social engineering: An empirical study of the threat. *Information Systems Security Journal, 16*, 315-331. **Most Referenced, 10 Year Award -Taylor & Francis**

33. Workman, M., Lesser, M.F., & Kim, J. (2007). An exploratory study of cognitive load in diagnosing patient conditions from medical records, *Intl. Journal for Quality in Health Care*, 19, 127-133.
34. Workman, M. (2007). Cognitive load research and semantic apprehension of graphical linguistics. *Intl. Journal of Usability and Human-Computer Interaction*, 10, 375-388.
35. Workman, M. (2007). Virtual team performance and the proximal-virtual team continuum. *Journal of American Society for Information Science and Technology*, 58, 729-744.
36. Workman, M. (2005). Virtual team culture and the amplification of team boundary permeability on performance. *Human Resource Development Quarterly*, 16, 435-458.  
**Featured article, with invited reaction by Dr. L. Moran.**
37. Workman, M. (2005). Expert decision support system use, disuse, and misuse: A study using the theory of planned behavior. *Journal of Computers in Human Behavior*, 21, 211-231.
38. Workman, M. (2005). Social-cognitive effects on information and technology use. *Journal of Information Science and Technology*, 3, 144-167.
39. Workman, M., & Bommer, W H. (2004). Redesigning computer call center work: A longitudinal field experiment. *Journal of Organizational Behavior*, 25, 317-337.
40. Workman, M. (2004). Goals, relationships, information, and processes in global virtual teams. *Journal of Management and Decision Making*, 5, 348-372.
41. Workman, M. (2004). Performance in computer-based and computer-aided education: Do cognitive styles make a difference? *Journal of Computers in Human Behavior*, 20, 517-534.
42. Workman, M., Kahnweiler, W., & Bommer, W. H. (2003). The effects of cognitive style and technology media on commitment to telework and virtual teams, *Journal of Vocational Behavior*, 63, 199-219.
43. Workman, M. (2003). Results from organizational development interventions in computer technology support. *Human Resource Development Quarterly*, 14, 213-230.
44. Workman, M. (2001). Collectivism, individualism, and cohesion in a team-based occupation, *Journal of Vocational Behavior*, 58, 82-97.

Refereed Book Chapters (Reverse Chronological Order)

1. Riding, D., & Workman, M. (2015). *Semantic cognition and the ontological to epistemic transformation: Using technologies to facilitate understanding*. In M. Workman (Ed) *Semantic Web and Web 3.0: Implications for technologies and business practices* (pp. 7-30) Cham, Switzerland: Springer International Publishing.
2. Workman, M. (2015). *Using symbols for semantic representations: A pilot study of clinician opinions of a medical application*. In M. Workman (Ed) *Semantic Web and Web 3.0: Implications for technologies and business practices* (pp. 31-38) Cham, Switzerland: Springer International Publishing.

3. Workman, M. (2010). *Technology innovation adoption and diffusion: A contrast of perspectives*. In A. Becker & R. E. Niebuhr (Eds.), *Cases on technology innovation: Entrepreneurial successes and pitfalls* (pp. 91-107). Hershey, PA: IGI Global Press.
4. Workman, M. (2009) *Technology and organizational behavior*. In. H. Bidgoli (Ed.), *The Handbook of Technology Management* (pp. 81-93). Hoboken, NJ: John Wiley & Sons.
5. Workman, M. (2009). *Cognitive styles and design interactions in web-based education*. In M., Constantinos, N. Tsianos and P. Germanakos (Eds.), *Cognitive and Emotional Processes in Web-based Education: Integrating Human Factors and Personalization* (pp. 58-71). London: Pergamon, IGI Global Press.
6. Gathegi, J., & Workman, M. (2009) *Virtual work*. In. H. Bidgoli (Ed.), *The Handbook of Technology Management* (pp. 279-288). Hoboken, NJ: John Wiley & Sons.
7. Bommer, W. H. & Workman, M. (2009) *Management of IT organizations*. In. H. Bidgoli (Ed.), *The Handbook of Technology Management* (pp. 94-105). Hoboken, NJ: John Wiley & Sons.
8. Workman, M. (2008). *Human behavior and mobility security*. In C. Bragdon (Ed.), *Transportation Security* (Chapter 4, pp.72-90). NY: Elsevier Butterworth Academic Press.
9. Workman, M. (2007). *Telecommuting and telework*. In H. Bidgoli (Ed.), *The Handbook of Computer Networks* (Volume 3, pp. 131-159). Hoboken, NJ: John Wiley & Sons, Inc.
10. Workman, M. (2007). *Cognitive load research and semantic apprehension of graphical linguistics*. In Andreas Holzinger (Ed.), *HCI and Usability for Medicine and Health Care* (pp 375-388). London: Springer.

Non-Refereed Practitioner Books (Reverse Chronological Order)

1. Workman, M. (2005). *Object-oriented software concepts: A technology manager's guide to the state-of-the-art*. NY: iUniverse. ISBN: 0-595-33962-X.
2. Carges, M., Belisle, D., & Workman, M. (1990). *The XA protocol interface specification*. Parsippany, NJ: IEEE POSIX 1003.11.
3. Workman, M. (1989). *Ultrix and its internal processing*. Maynard, MA: Digital Press.
4. Workman, M., & Coleman, M. (1989). *DECStart and the Ultrix operating system*. Boston, MA: Digital Press.

Non-Refereed Workshop Booklets (Reverse Chronological Order)

1. Workman, M. (2009). *Organizational behavior: Foundations in teamwork*. Bangkok, Thailand: Prince of Songkla University Press.
2. Workman, M. (2008). *Workshop in methods and design of processes*. Bangkok, Thailand: Prince of Songkla University Press.
3. Workman, M. (2006). *Managing information systems*. Bangkok, Thailand: Prince of Songkla University Press.

### Reviews and Monographs

1. Review of the Encyclopedia of Information and Ethics Security (2009). M. Quigley (Ed.), *Journal of the American Society of Information Science and Technology*, 60, 1723-1734.
2. Review of the *Handbook of Information Security* (2005). Foreword. In H. Bidgoli (Ed.) Hoboken, NJ: John Wiley & Sons, Inc.
3. Review of the *Annual Review of Information Science and Technology (2005)*. *Reviewer's Column: In B. Cronin (Ed)*, 38, (pp. 3-7). In B. Cronin (Ed) Medford, NJ: ASIS&T.
4. Invited reaction: Cognitive styles in the context of modern psychology: A historical perspective and framework for future research, *Psychological Bulletin*, (2004), 14, ii-vi.
5. Workman, M. (2001). Comparative dissimilarity: Assimilation, accommodation, or disintegration. *Monologues and Monographs on Social Issues in Society*. 7, 209-249.

### Workshop Presentations

1. Workman, M. (2020). *TED Talk: Training cybersecurity professionals in appsec*, Sept 21, 2020: <https://www.brighttalk.com/webcast/17354/441846/appsec-awareness-best-practices-for-developer-training-programs>
2. Workman, M. (2008). *Aligning organizational and technical processes: A workshop in organizational development*. Boston, MA: eAselworx Press.
3. Workman, M. (2006). *Information security certification: The CINSec Level 1 exam*. Atlanta, GA: Hi Motion (DVD).
4. Workman, M. (2006). *Bridging islands of information: Solving the problem of translating and transporting geospatial data across disparate data resources*. Atlanta, GA: Hi Motion (DVD).
5. Workman, M. (2006). *Bridging islands of information. An introduction and example*. Atlanta, GA: Hi Motion (DVD).
6. Workman, M. (2005). *Islands of information – An example of EAI*. Tallahassee, FL: Mediasite.

### Editorial Publications

1. Workman, M. (Editor): (2015) *Semantic Web and Web 3.0: Implications for technologies and business practices*. Springer International Publishing AG, Cham, Switzerland.
2. Workman, M. (Editor): (2011) *Intl. Journal of Management and Decision Making*, 11 (5).

### **CONFERENCES, INVITED PRESENTATIONS**

#### Refereed Conference Proceedings and Reports (Reverse Chronological Order)

1. Workman, M. (2020). Method and technique for identity propagation among drones in mobile ad hoc networks. *The International Conference on Wireless Networks and Mobile Communication (EUIWNMC-2020)*, July 4-5, 2020, pp. 33-39. Lyon, France.



2. Workman, M. (2019). Social media rhetoric in the escalation of action. *Proceedings of the International Council on Systems Engineering (INCOSE), Sept. 12, 2019, pp 16-21*. Biarritz, France.
3. Workman, M. (2019). Social media influences: Opinion shaping versus action taking. *Proceedings of the International Conference on Management and Information Technology (ICMIT), March 2019, pp. 22-26*, Amsterdam, Netherlands. **Keynote Speaker.**
4. Workman, M. (2018). Characteristics and social media discourse that influence action. Characteristics and Social Media Discourse That Influence Action. *Proceedings from the IEEE 5th Annual Conference on Computational Science & Computational Intelligence. 13th-15th December 2018, pp. 1262-1267*, Las Vegas, NV, USA.
5. Workman, M. (2015). Guessing may work, if educated: An empirical assessment of educated guesses on outcomes. *Proceedings from the First International Conference on Security and Privacy Issues with Social Media, ISPI'2015 November, pp. 19-29*, Lyon, France.
6. Workman, M. (2015). Extreme expressions online: A dissension-degradation model with implications for social engineering. *Proceedings from the International Conference on Information Systems Security, ICISSP'151, pp. 4-14*, Paris, France.
7. Workman, M. (2012). Hactivism: Contagion pathology and morphological qualities with implications for business. *Proceedings of the World Academy of Science, WorldComp'12, pp. 3-9*. Las Vegas, NV. **Keynote Speaker.**
8. Burgess, D. J., Crowley-Matoka, M., Phelan, S., Dovidio, J. F., Kerns, R., Roth, C., Saha, S., van Ryn, M., & Workman, M. (2012). Role of racial stereotypes in healthcare. *The 2012 meeting of the Association for Psychological Science, May 25, pp. 3-11*. Chicago, IL. **Grant Funded by US Veterans Administration Health Services Research & Development: PPO 09-247.**
9. Workman, M. (2011). A descriptive analysis of trusted security kernels versus autonomous systems. *Proceedings from the Annual Conference on Security and Management, SAM'11, pp. 171-179*, Las Vegas, NV.
10. Workman, M, & Bommer, W. H. (2011). Strategic innovations turned blunders? Blowback and cognitive biases in determining the outcomes. *National Business and Economics Society, NBES'11, 2, pp. 16-24*, Curacao, the Islands.
11. Workman, M. (2009). Cyber harassment as a social engineering threat, *Proceedings from the Annual Conference of the Global Center for Preparedness, GCP'09, 2, pp. 127-141*, Melbourne, FL.
12. Workman, M. (2009). A matter of trust: Studies of organizational systems of justice perceptions on attitudes about corporate surveillance. *The Annual Conference on Security and Management, SAM'09, 2, pp. 501-508*, Las Vegas, NV.
13. Workman, M. (2008). Technology: The double-edged sword in terror and interdiction. *Proceedings from the Annual of the Global Center for Preparedness, GCP'08, pp. 7-18*, Melbourne, FL.
14. Workman, M. (2007). Boundary permeability theory and performance enhancements in global virtual teams. *Global Institute for International Management: Proceedings from the*

*Annual Conference on Globalization and Technology Management, October 4, pp. 171-193, Paris, France.*

15. Workman, M. (2007). Cognitive load research and semantic apprehension of graphical linguistics. *Proceedings from the Third Symposium of the Workgroup Human-Computer Interaction and Usability Engineering of the Austrian Computer Society, November USAB/LNCS , pp. 375-388, Graz, Austria.*
16. Workman, M. (2007). Success factors in virtual working, *Proceedings from the Annual OGETA Conference, Volume I (DVD) hiMotion Media, Atlanta, GA.*
17. Workman, M. (2006). The effects of implementing biometric security technology on psychosocial functioning. *Proceedings from the International Conference on Mobility and Security, Volume II, pp. 112-127, Ft. Lauderdale, FL.*
18. Workman, M. (2006). Visualizing threats: Using glyphs with transformational grammar to identify threat patterns. *The National Conference on Maritime Ports Planning, Design, and Management, Volume I, pp. 16-23, Orlando, FL.*
19. Workman, M. & Gathegi, J. (2005). Observance and contravention of information security measures. *Proceedings of the World Conference on Security Management and Applied Computing, June, pp. 241-247, Las Vegas, NV.*
20. Workman, M. (2004). Bridging islands of information: Solving the problem of translating and transporting geo-spatial data across disparate data resources. *Proceedings from the Annual OGETA Conference, Volume II (DVD) hiMotion Media, Atlanta, GA.*
21. Workman, M. (2005). Cognitive style and personality assessments: Theory, validity and reliability contrasts. *Proceedings of the Conference of the International Society for Performance Improvement, May, pp. 11-17, Jacksonville, FL.*
22. Workman, M. (2005). Algorithmized versus imagination driven processes: A room with two views - Cognition and perception. *Proceedings from the Annual OGETA Conference, Volume I (DVD), hiMotion Media, Atlanta, GA.*
23. Workman, M. (2004). Chaord: Using technology to transcend the boundaries between chaos and order. *Global Institute for International Management: The Annual Conference on Globalization and Technology Management, October 17, pp. 150-178, Paris, France. **Best Paper Award.***
24. Workman, M. (2003) InSTEP: Business modeling and alignment methodology. *Proceedings from the Annual Conference on Software Engineering and Process Improvement, Report 2, pp. 11-19, Ottawa, Ontario.*
25. Workman, M. (2001). The impact of technologies on cognitive apprehension of equivocal tasks and task solutions. *The University of Fribourg Conference of the International Institute of Management in Telecommunications, June 6, pp. 118-127, Geneva, Switzerland.*

#### Invited Presentations (Reverse Chronological Order)

1. Workman, M. (2020). Training cybersecurity professionals in appsec, *TED Talk, Sept 21, 2020.* <https://www.brighttalk.com/webcast/17354/441846/appsec-awareness-best-practices-for-developer-training-programs>

2. Workman, M. (2019). Using virtual reality of a TOC in cyber security education. Invited presentation to, *The Annual Conference of the Information Systems Security Association International (ISSA), July 19*, hosted by the Paris Dauphine University, Paris, France.
3. Workman, M. (2019). Why machines cannot learn like humans (yet!): The importance of neural plasticity. An invited presentation to, *Conference on AI and Deep Machine Learning, sponsored by IBM, Google, NETApp, MetLife, AiSolve, hosted by the University of North Carolina, Chapel Hill advanced research laboratory. Presented Feb. 8*, UNC, Sitterson Hall, Raleigh, NC.
4. Workman, M. (2013). World-reUNited: How social media has changed our perceptual worlds as geographical and cultural affiliations. *The Global CINSec Conference, CINSec'13*, Brussels, Belgium. **Keynote Speaker.**
5. Workman, M. (2012). A behaviorist's perspective on corporate security. *The Center for Information Assurance and Joint Forensics Research, July, 26*, Birmingham, AL.
6. Workman, M. (2011). Hactivism and Internet security: Counter-intuitive operations. *Invited presentation by France Telecom/Orange to INTERPOL (at EM Lyon campus)*, Lyon, France.
7. Workman, M. (2010). Behaviors Online: Cyber harassment, with implications for psychological operations. *The National Security Agency (NSA) Centers of Academic Excellence (CAE) Conference*, Ft. Lauderdale, FL.
8. Workman, M. (2009). Adaptive structuration and management structure: A necessary tension. *Software Process Improvement Network Regional Conference*, Melbourne, FL.
9. Workman, M. (2009). Socio-behavioral factors in social engineering: Understanding the growing sophistication of techniques. *Defense Intelligence Agency, Qatar Foundation, and Carnegie Mellon University/Computer Emergency Response Team (CERT)*, Doha, Qatar.
10. Workman, M. (2008). Encouraging versus exerting pressure: What's the difference? *Invited February Colloquium at Florida Institute of Technology*, Melbourne, FL.
11. Workman, M. (2007). A generalized approach to systems decomposition. *Invited September Colloquium at Florida Institute of Technology*, Melbourne, FL.
12. Workman, M. (2007). The effects of technology in mediating telework & virtual team performance. *Software Process Improvement Network Conference*, Atlanta, GA.
13. Workman, M. (2006). *Virtual communities and imaginary friends: Affiliation and affection from afar*. Annual Conference on Technology and Innovation, Stowe, VT. **Keynote Speaker.**
14. Workman, M. (2005). *Nomothetic and ideographic predictions: A generalized application of Churchman heuristics in modeling attack episodes*. A presentation to the Department of Defense, Northern Command & Central Command, *Project Green Dragon*, Tampa, FL. **Grant funded by the US DoD/DARPA.**
15. Workman, M. (2005). *Bridging Islands of information*. Invited presentation for Object on BridgeGate. Viewable on Mediasite at:  
<http://mediasite.apps.fsu.edu/Mediasite/Viewer/?peid=13a207097edb4d3698427d6a13c837af1d>

16. Workman, M. (2004). Securing biometric data: An update on the biometric passport project. *Conference on the Biometric Passport Project in the Islands. Sponsored by US Immigration and Naturalization and the Bahamian Ministry of Foreign Affairs, Nassau, Bahamas. **Grant funded by INDUSA GLOBAL, US Immigration and Naturalization (ICE), and Government of the Bahamas.***
17. Workman, M. (2004). When all you have are nails, nothing looks like a hammer: Advancements in technologies and the ontological to epistemic transformation. *Invited presentation at the Conference on Counter-Intelligence and Cyber Counter-Terrorism, December 6, Reston, VA.*
18. Workman, M. (2003). Virtual community: Reaching across the information chasm with technology. *Inforum, Las Vegas, NV.*
19. Workman, M. (2002). Strategic outsourcing. *Software Process Improvement Network, Quarterly Regional Conference, Atlanta, GA.*
20. Workman, M. (1990). Unisys Open/OLTP panel speaker, with Jim Gray – Tandem, Mark Carges – AT&T, and Al Spector – Transarc/IBM. *The Standish Group, Cambridge, MA.*

## **PRACTITIONER AND TECHNICAL PUBLICATIONS**

1. Workman, M. (2020). Integrated development environments for gaming platforms: A review of the state-of-the-art. *Adventmax, a whitepaper.*
2. Workman, M. (2009). BridgeGate – A comparative analysis of localization and abstraction. *Object Innovation, a whitepaper.*
3. Workman, M. (2002). Transforming data into strategic information: How one application service provider does IT for the insurance industry, *Technology and Innovation, April, 4-9.*
4. Workman, M. (2001). Teleworkers feel more productive, but isolated. *ASTD Training and Development Journal, May, 92-118.*
5. Workman, M. (2000). Managed applications platforms (MAP). *Computerworld, XI, 3-9.*
6. Workman, M. (2000). Using process improvement teams to shape organizational change. *Market Times, IV, 8-17.*
7. Carges, M., Belisle, D., & Workman, M. (1990). *The XA protocol interface specification.* Parsippany, NJ: IEEE POSIX 1003.11.
8. Workman, M. (1990). Transaction processing and the Open/OLTP architecture. *CommUNIXcations, April, 22-27.*
9. Workman, M. (1989). Assessing the contribution of learning in productivity. *NEBA Report, June, 6-14.*

## **SERVICE**

### Membership Affiliations and Organizations

1. Director, North Florida Process Improvement Network (<http://workmanfit.wix.com/noflspin>)

2. Corporate Member and Representative, IEEE, working group member, IEEE POSIX 1003.11 (transaction processing), and committee liaison to 1003.7 (real-time processing). Committee co-author of the IEEE/X-Open XA protocol interface specification.
3. Member, Information Systems Security Association (ISSA)
4. 2021 Conference organizer: IEEE International Conference on Networking and Wireless Systems, Lyon, France -July 21.

#### Editorial Review Boards and Reviewer

1. Associate Editor (2019-present): *Information Systems Security Journal*
2. Editor-In-Chief (2010-2014): *Journal of Information Security and Policy*
3. Special Issues Editor (2005-2020): *Springer Publications*
4. Special Issues Editor (2007-2019): *Intl. Journal of Management and Decision Making*
5. Editorial Review Board: *Applied Management & Technology*
6. Editorial Review Board: *Intl. Journal of Computer & Software Engineering*
7. Editorial Review Board (2006-2021): *Computers in Human Behavior*
8. Panelist Reviewer: *National Science Foundation*
9. Panelist Reviewer: *Czech Republic Science Foundation*
10. Panelist Reviewer: *Austrian Research Foundation*
11. Reviewer for *Computers & Security*
12. Reviewer for *Computers in Human Behavior*
13. Reviewer for *Information and Organization*
14. Reviewer for *Human Resource Development Quarterly*
15. Reviewer for *Journal of Organizational Behavior*

#### Consortia

1. 2004-2015: International Consortium for Education in Security (ICES)
2. 2003-2015: EDUCAUSE (<https://members.educause.edu/michael-workman>)
3. 2003-2015: Centers for Information and National Security (CINSec)

#### **NOTEWORTHY**

- DoD Security Clearance: Level Secret (JPAS Cage Code 3B476)
- Member of committees for certification for NSA/DHS Centers for Academic Excellence at both Florida State University (CAE-CDE, CAE-R) and Florida Institute of Technology (CAE-R) [https://www.iad.gov/nietp/reports/current\\_cae\\_designated\\_institutions.cfm](https://www.iad.gov/nietp/reports/current_cae_designated_institutions.cfm)
- Over \$2 million in government research grant funding (e.g. DoD, VA, DHS/INS/ICE)

- Raised several rounds of over \$13 million in VC funding: JP Morgan/Chase and Venturian Capital.
- Served as an expert witness in a semantic fusion method patent infringement case (TILLC v. Nstein and OpenText). Was expert for the defense, Nstein and OpenText, which received a favorable ruling:

Ontario Court Finds in Favour Of Open Text in NetSys Lawsuit

Open Text Corporation (NASDAQ:OTEX; TSE:OTC): Court victory with the dismissal of the \$170 million CDN lawsuit filed in Ontario Court by NetSys Technology Group of Sweden. The Court’s ruling found in favour of Open Text Corporation, and ordered NetSys to pay Open Text’s costs in association with the filing of the lawsuit.

- My research on surveillance was mentioned on Studio-B/Fox News July 6, 2010, was slash-dotted, <http://yro.slashdot.org/story/10/06/17/035223/Employee-Monitoring?from=rss>, and then went viral: <http://www.computerworld.com/article/2518962/security0/employee-monitoring--when-it-is-asked-to-spy.html>; <http://www.cio.com/article/2414325/it-strategy/when-it-is-asked-to-spy.html>; <http://reuters.com/article/idUS401144190720100616>
- My work on insider threats was a foundation of a study for the Dept. of Energy: [http://www.pnl.gov/main/publications/external/technical\\_reports/PNNL-19665.pdf](http://www.pnl.gov/main/publications/external/technical_reports/PNNL-19665.pdf)
- My textbook: Information Security for Managers (Jones & Bartlett) was featured at the 2012 ACM Special Interest Group on Computer Science Education (SIGCSE: <http://sigcse.org>)
- Board Advisor: CloudTeam, eDemand, Aeronyde, Adsensio, Orion Tech Holdings

**PROFESSIONAL CERTIFICATIONS**

- AWS Certified Developer Associate – Amazon
- Zabbix Certified (1) Specialist, and (2) Professional – Zabbix.org
- Certified JAVA Programmer – Learning Tree
- CINSec Security Management Certification – (NSA/DHS Centers of Academic Excellence)
- Certified Secure Code Basher – >\_cobashing
- Certified Ethical Hacker – CyberTRaK (through Capital One)
- Certified Code Warrior – Checkmarx

**PROFESSIONAL SKILLS SUMMARY**

**Management:** Budgets, Performance, Team Building, Virtual Teams, Funding, Executive Level

**Coding:** JAVA, C/C++, Python, Perl, Ruby, Nodejs, Angular

**DB:** mySQL, Postgress, SQLServer, Oracle, MongoDB/DynamoDB

**Build, Deploy, Continuous Integration:** Maven, Nexus, Ant, Sonar, uDeploy, Chef, Puppet, Ansible, Jenkins; Subversion, Github

**Test/Test Automation:** JUnit, Fortify, Checkmarx CI/CD

**Process Methods/Tools:** Agile, Kanban, ITIL, COBIT, ISO, CMM; JIRA, Confluence, Version One, Team Center

**Containers/Stacks:** GNS3, Docker, Kubernetes, XAMP, LAMP

**Controls/Monitors:** Zabbix, Splunk, Solar Winds, Zenoss, New Relic, SiteScope, Centrify, CyberArk, Wireshark, BlueStripe

**Security:** Tripwire, Argos, SPIIntegration, OZONE, KAoS, ISODE

**Virtualization/Cloud:** VMWare, VirtualBox, Amazon Web Services (AWS), Azure, Openstack, Eucalyptus