CARLOS IVAN TORRES

Hankamer School of Business | Baylor University
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EDUCATION

Washington State University, Pullman, WA
Carson College of Business.
Management Information Systems & Entrepreneurship Department.
Ph.D. Business Administration. *Major: Information Systems.*
Dissertation title: Personal Values and Legitimacy Perceptions: Moving Beyond Fear in Information Security Policy Compliance.

Los Andes University, UniAndes. Bogota, Colombia
M.B.A. Master of Business Administration.
> Team honored as semifinalist in the Rice University Business Plan Competition in Houston TX (April 2005).

Florida International University, FIU. Miami, FL
M.I.B. Master of International Business.
> Participated in the third annual Intercollegiate Case Study Competition USF Tampa, FL (Feb 2005).

Universidad Industrial de Santander, UIS. Bucaramanga, Colombia
Computer Science (Bachelor of Engineering).
> Summa Cum Laude

ACADEMIC EXPERIENCE

Baylor University, Hankamer School of Business
Assistant Professor, ISBA Department.   **August 2022 - Present**

MIS 4342 Fundamentals of Information Security   in person/synchronously   Fall 2022
ISEC 5305 Seminar in Information Security Foundations   Fall 2022
in person/synchronously

Instructor

Washington State University WSU, Pullman, WA
MIS 441 Global E-commerce (Online- Global Campus)   Summer 2022
        Overall evaluation 4.3/5
MIS 441 Global E-commerce (Online- Global Campus)   Summer 2021
        Overall evaluation 4.3/5
MIS 441 Global E-commerce in person/synchronously   Spring 2021
        Overall evaluation 4.3/5
MIS 250 Managing Information Technology (Online- Global Campus)   Summer 2020
        Overall evaluation 4.3 /5
MIS 374 Information and Infrastructure Security   Spring 2020
        Overall evaluation 4.5 /5

Lecturer

Universidad Santo Tomas, Bucaramanga, Colombia.
Mobile communications project management course (Graduate level)   2010-2012
Programming II and Computer basics.   1998-1999

Universidad Industrial de Santander UIS, Bucaramanga, Colombia.
Mobile communications (Graduate level)   2000
Computer Systems Introduction   1997

ACADEMIC RESEARCH

Refereed Journal Articles

1.   Torres, C. I., Correia, J., Compeau, D., Carter, M., Computer Self-Efficacy: A Replication
      After Thirty Years*, AIS Transactions on Replication Research*. Forthcoming.

Submissions

1. Torres, C. I., Crossler, R. E., Values Promoting Security Behaviors: A Complete Values View on Information Security Compliance. Journal: *Information Systems Research*. Review and Resubmit. Working on submission for the second round of review.

Refereed Conference Proceedings

5. Torres, C. I., Crossler, R. E., Johnson, R.D., 2022, Legitimacy and Personal Values: The Mediating Role of Legitimacy Perceptions in Information Security Policy Compliance. *Proceedings of the 2022 IFIP 8.11/11.13 Dewald Roode Information Security Research Workshop.* IFIP WG8.11/11.13 Dewald Roode Workshop on Information Security, Denver, Colorado, October 7-8, 2022

4. Crossler, R. E., Bélanger, F., Torres, C. I., Johnston, A. C., Warkentin, M., 2021, *Understanding Unstable Information Systems Phenomena: A Punctuated Equilibrium Perspective, HICSS 2021 Proceedings*. 54th Hawaii International Conference on System Sciences (HICSS), Virtual Conference, January 5-8, 2021.

3. Torres, C.I., Crossler, R.E., 2019, Rhetorical Appeals and Legitimacy Perceptions: How to Induce Information Security Policy Compliance. *Proceedings of the 14th Pre-ICIS Workshop on Information Security and Privacy*. Workshop on Information Security and Privacy (WISP), Munich, Germany, December 15, 2019.

2. Torres, C. I., Crossler, R. E., 2019, Information Security Compliance Worldwide, a Cross-Cultural Empirical Study: Personal Values that Determine More Secure Behaviors *Proceedings of 2019 IFIP 8.11/11.13 Dewald Roode Information Security Research Workshop.* IFIP WG8.11/11.13 Dewald Roode Workshop on Information Security, Bossier City, Louisiana, October 4-5, 2019

1. Torres, C. I., Crossler, R. E., 2019 Information Security Compliance: A Complete Values View*, AMCIS 2019 Proceedings*. America's Conference on Information Systems (AMCIS), Cancun, Mexico, August 15-17, 2019.

Work in Progress

7. Torres, C.I. Cyber Security and Misinformation in Social Media: A Cognitive Dissonance Experiment with an Intervention in Velocity and Volume. Target Journal: *Information Systems Research*. Intended submission date: March 2023.

6. Torres, C.I., Carter, M. Digital Resilience and IS Strategic Alignment: The Quest for Increased Firm Performance in Challenging Times. Target Conference: *HICSS 2023*. Intended submission date: June 2022.

5. Havakhor, T., Carter, M., Torres, C.I., Thatcher, J. Strategic IS Alignment in Times of Crisis: A Natural Experiment. Target Journal: *MIS Quarterly.* Intended submission date: August 2022.

4. Torres, C.I., Crossler, R.E., Johnson,R.D., Legitimacy and Personal Values: The mediating role of legitimacy perceptions in Information Security Policy Compliance. Target Journal: *MIS Quarterly.* Intended submission date: July 2022.

3. Torres, C.I., Crossler, R.E., Johnson,R.D., Rhetorical Appeals and Legitimacy Perceptions: From Fear Appeals to Legitimacy Appeals in Information Security Policy Compliance. Target Journal: *MIS Quarterly.* Intended submission date: October 2022.

2. Torres, C. I., Crossler, R. E., Guzman, A., Trujillo, M.A. Information Security Compliance Worldwide: a Cross-Cultural Empirical Study. Target Journal: *Journal of Global Information Technology*. Intended submission date: Dec 2022.

1. Torres C. I., Mariadoss B., A Methods Literature Review on Fintech Revolution in IS: Paving the Way for Fructiferous Research. Target Journal: *Electronic Commerce Research and Applications*. Intended submission date: June 2022.

Presentations

1. Torres, C. I., Joshi. K.D., Mobile Money Socio-Technical System for the Financially Underserved in the US: Initial Theoretical Insights and Preliminary Design Principles. WSU Academic Showcase Spring 2020.

Non-referred publications

2. Torres Carlos Ivan, Ramírez Katherine, Vega Juan Pablo, Vesga Rafael. *"Probióticos, proyecto de biotecnología colombiano, ¿Cómo alcanzar el mercado Norteamericano?: Plan de negocios BioIngest"*. UniAndes, Bogota D.C. Colombia 2005. Master Thesis.

1. Torres Carlos Ivan, Gamboa Hernando. *"Docencia en Introduccion a los computadores"* UIS, Bucaramanga, Santander Colombia, 1997. Bachelor of Engineering Thesis.

<u>SPEAKER AT SEMINARS-PANELS</u>

University of Idaho   **2019**
Panelist Fulbright Orientation Seminar, Moscow, Idaho, August 29, 2019

Uniempresarial. Bogota   **2010**
Guest speaker Innovation and Technology, Bogota, March 16, 2010

Escuela Colombiana de Ingeniería Julio Garavito. Bogota   **2008**
Panelist "Convergencia e innovación: banda ancha y televisión digital terrestre hacía una Colombia digital , Bogota. September 30 2008.

Uniandinos. Bogota   **2003**
Guest Speaker Technologies and new generation mobile services in Colombia. Bogota. April 2003.

HONORS, GRANTS, AND AWARDS

- Active member of the UN-sponsored IFIP Working Group on Information Systems Security Research (WG8.11/11.13) since 2019.
- Summer Research Scholarship WSU MISE Department. 2019 - 2021
- Doctoral Student Award. Pre-ICIS Workshop on Information Security and Privacy. 2019
- Research Travel Grant WSU GPSA (Graduate Professional Student Association) 2019
- Fulbright Scholarship. 2018
- Colfuturo Scholarship award. 2018
- Awarded Ericsson's Global Top Sales Competition for best technical sales support in the region. Award presented in China. 2007
- UIS Summa Cum Laude Honors GPA higher than 99.9% of program graduates in the previous five years. 1997

AD-HOC REVIEWS

- Pacific Conference in Information Systems PACIS 2022.
- International Conference in Information Systems ICIS 2019, 2021 2022.
- American Conference in Information Systems AMCIS 2019, 2020, 2021.
- Hawaii International Conference on System Sciences HICSS 2020, 2021.
- Workshop in Information Security and Privacy WISP pre ICIS 2019, 2021, 2022.
- Dewald Roode Information Security Research Workshop DRW 2019,2022.

SERVICE

- American Conference in Information Systems AMCIS 2020, 2021. Session Chair. Information Security and Privacy track.
- Hawaii International Conference on System Sciences HICSS 2021-2023. Session Chair. Information Security and Privacy track.

OTHER PROFESSIONAL EXPERIENCE

FLYTXT   **2017 - 2018**
General Manager LATAM Analytics & Consulting
Responsible for the overall business engagement & customer satisfaction for the assigned accounts and territory. Development and implementation of value creation initiatives through marketing innovation & Big Data analytics. Responsible for achieving the revenue objectives.

ETB   **2016**
Government Sales Director
Led a team of 25 people responsible for all government sales operations with sales over 50M USD yearly.

Consultant (Freelance)   **2015**
Colombia, USA. Virfon/Uff Movil
Led Virfon's technical/product analysis for Uff's movil acquisition deal. Part of the team that successfully negotiated terms and conditions with previous owner. Advised over new products and technical alternatives.

Whitney International University System   **2013 – 2014**
Regional (LATAM) Product Manager
Launched first official International programs in Latin America. Managed partnerships with The University of Texas at Arlington, Florida International University and Universidad Alfonso X El Sabio, Deloitte to offer 12 non-credit programs in Latin America. Created the Innovation and Product management process.

Virgin Mobile Colombia   **2012 – 2013**
Product Manager
Performed assessment and modeling of MVNO business case in Colombia, evaluated sales plan and online portal for sales and self-service. Created launch strategy, including product development & profitability analysis. Designed product roadmap. Selected providers.

ICT Ministry   **2011-2012**
Advisor
Conducted strategic consulting aimed at defining Colombia's Universal Access and Universal Service. Led planning, tender and contracting process for "Connectivity to Public Institutions" projects, designed to offer Internet Access to more than 6,800 rural public institutions.

Consultant (Freelance)   **2009 -2011**
Colombia, Avantel   *2011*
Created a full 4G/LTE Business Case and product proposition with handsets, MBB, pricing strategy, profitability and Mobile apps, for Avantel winner of spectrum in the AWS band auction
USA, ATN   *2011*
Developed 3G/Mobile Broadband business plan and product proposition for ATN Guyana's operation. ATNI is a listed US company with operations in US, South America and the Caribbean.
Panamá, C&W   *2010*
Assessed Mobile Financial Services business case and product proposition.
México, Movistar   *2010*
Led a major cost reduction initiative. It included detailed negotiations with the incumbent fixed network operator, and revenue assurance analysis as well as handsets inventory management to identify possible fraud in some parts of the value chain.

Tigo, Millicom Central America & Colombia Cluster   **2007 – 2009**
Enterprise & Postpaid National Manager   *2008-2009*
Redesigned corporate sales force to help increase the subscriber base with focus on innovative handsets and data products. Redesigned postpaid strategy in Colombia.
3G & Enterprise LATAM Product Manager   *2007-2008*
Developed smart phones general strategy, including forecasting, marketing, distribution and sales. Created the new 3G, VAS, and data products intended for the general market and the corporate segment. Created each operation in LATAM business case to support 3G investments.

Ericsson North Latin-America, Central America, Caribbean   **1999 – 2007**
Local Product Manager   *2005 – 2007*
Achieved over 100% of products sales goal over the entire region, in both gross revenue and the number of successfully installed networks, for all 2G and 3G product lines. Led the Mobile Broadband Marketing strategy, including the Mobile Broadband Road Show, in Cartagena Colombia.

Solutions Manager/Customer Solutions Sales Support Engineer   *2000 – 2004*
Planned technical networks and negotiated contracts (as part of negotiation team). Worked from Ericsson San Diego in many winning proposals Created a technical solution and was a member of a five-person team that sold the first Ericsson Delivery Service Platform (ESDP) system.

Specialized Services Engineer   *1999 – 2000*
Discovered the problem and deployed solutions to technical issues. Deployed and configured successfully the first LTS system interfaces. Siemens interface was the first official application in the world.

Ecopetrol ICP. CIT Support Engineer   **1998 - 1999**
Support Engineer
Led ICP CIT's Intranet Project. Responsible for planning and administrating ICP CIT's Intranet. Provided technical support for ICP's Intranet technical infrastructure.

SELECTED PROFESSIONAL DEVELOPMENT

Fulbright Enrichment Seminar   **2019**
Innovations in Civic Engagement: Harnessing Data for the Public Good
Philadelphia, Pennsylvania, March 7, 2019 - March 10, 2019

Leipzig University, CCB (Bogota Chamber of Commerce)   **2014**
Innovation Management. Bogota, Sept 24, 2014 – Nov 27, 2014

Colciencias-CCB, Penza Perception Lab   **2011**
Fostering Goods – Design Thinking. Bogota, Jun 13, 2011 - July 2, 2011

Ericsson University   **2001-2007**
Technical and leadership training programs
Stockholm (Sweden), San Diego CA. Bogota (Colombia)